



COLLECTIVE BARGAINING AGREEMENT

between

SAMARITAN NORTH LINCOLN HOSPITAL



SERVICE EMPLOYEES INTERNATIONAL UNION
LOCAL 49

in effect from

JUNE 23, 2022

through

MARCH 31, 2025

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ARTICLE 1 – PURPOSE OF AGREEMENT

- 1.A This agreement entered into on the 1st day of June 23, 2022 between the Service Employees International Union, Local 49, hereinafter referred to as the “Union”, and Samaritan North Lincoln Hospital of Lincoln City, Oregon, hereinafter referred to as the “Hospital,” currently located at 3043 NE 28th St. in the City of Lincoln City, State of Oregon.
- 1.B It is the intent and purpose of the parties to set forth herein the complete agreement covering rates of pay, hours of work, and conditions of employment to be observed between the parties hereto.

ARTICLE 2 – RECOGNITION AND SCOPE OF AGREEMENT

- 2.A The Hospital recognizes the Union as the exclusive bargaining representative for regular full-time, regular part-time and per diem technical, service and maintenance, and business office clerical employees of the employer at its acute care hospital located in Lincoln City, Oregon; but excluding professional employees, physicians, registered nurses, skilled maintenance employees, confidential employees, managerial employees, guards and supervisors as defined in the National Labor Relations Act. Of the classifications established as of the date of this agreement, the classifications included in the bargaining unit are those classifications listed in Appendix C.
- 2.B Wage rates will be established that are appropriate given job requirements. The employer will notify the union when any new classification is established. The notification will include how the proposed wage rate(s) were determined. The Hospital understands the Union may request bargaining over wage rates and both parties agree to bargain in good faith.

ARTICLE 3 – MANAGEMENT RIGHTS

- 3.A The Hospital retains, solely and exclusively, all the rights, power and authority which it exercised or possessed prior to the execution of this Agreement except as specifically abridged by a provision of this Agreement. The rights, powers and authority retained solely and exclusively by the Hospital include, but are not limited to the following: To manage, direct and maintain the efficiency of its business and personnel, to manage and control its departments, buildings, facilities and operation, to create, change, or abolish jobs, to subcontract or discontinue work for economic, medical or operational reasons, to direct the work force, to establish work standards, schedules or operation and work load, to specify to assign work requirements and to assign work and decide which employees are qualified to perform work, to schedule and change working hours, to adopt rules of conduct, reasonable appearance and safety, to determine the type and scope of work to be performed and the services to be provided, to determine the methods, processes, means and places of providing service, and to effect technological changes, and to determine the quality of patient services. The non-exercise of a management right in a given situation shall not be deemed a waiver of such right for any future event.

- 3.B Before subcontracting any work performed by employees in the bargaining unit (unless the subcontracting would have only a de minimus effect on bargaining unit employees), the Hospital will give the Union as much notice as is reasonably possible but not less than sixty (60) days' notice of its intent to subcontract the work and will provide the Union with an opportunity to meet and discuss this impending decision. The Hospital will also, upon demand, bargain with the Union regarding the effects of the subcontracting. The Hospital, however, has no duty to bargain with the Union concerning the decision to subcontract any work, including any work performed by bargaining unit employees.
- 3.C An employee affected by a subcontracting situation which results in permanent reduction or elimination of their position will be entitled to all rights and privileges described in Article 6 – Seniority and Lay-Off.

ARTICLE 4 – UNION MEMBERSHIP

- 4.A All bargaining unit employees covered by this Agreement must become members of the Union or make a fair share payment to the Union, as a condition of employment, within thirty-one (31) days after beginning their employment or within thirty-one (31) days after the signing of this Agreement. All bargaining unit members must maintain membership in good standing or make monthly fair share payments for the duration of the collective bargaining agreement. [See the Letter of Agreement in Appendix A]
- 4.B Employees who exercise their right of non-association, based on a bona fide religious tenet or teachings of a church or religious body of which an employee is a member may exercise the right to pay an amount equivalent to regular union dues and initiation fees to one of the following organizations: United Way, SNLH Foundation, or American Cancer Society. Payments are to be made on a monthly basis or in advance with receipts sent to the President of the Union.
- 4.C Employees who are required hereunder to maintain membership in good standing, fair share payments, or non-association fee payments and fail to do so shall be terminated upon notice of such fact, in writing, from the Union to the Hospital.
- 4.D The Employer shall deduct from each employee's wages initiation fees, monthly union dues and fair share payments in amounts determined by the Union, provided that the employee has voluntarily agreed to and signed a written assignment and authorization which has been received by the Union.

The parties acknowledge and agree that the term "authorization" as provided in this Agreement includes authorizations created and maintained by the use of electronic records and electronic signatures consistent with state and federal law. The Union, therefore, may use electronic records to verify Union membership, authorization for voluntary deduction of Union dues and fees from wages for payment to the Union, and authorization for voluntary deductions from wages for COPE contributions for payment

to the Union, subject to the requirements of state and federal law.

- 4.E Deduction for initiation fees, union dues, fair share payments and COPE deductions will be made from employees' paychecks (prorated for bi-weekly payroll), and submitted electronically to the Union office within five (5) days of payroll. With this transmission, the amount deducted will include each employee's name and employee identification number. The Union will provide the Employer with a description of monthly dues, fair share and COPE payment amounts, which are to be deducted in accordance with the provisions of this Article. New member applications will be submitted to the Employer no less than five (5) days prior to payroll to be included with the next payroll deduction.
- 4.F The Union shall indemnify the Employer against any and all claims, demands, lawsuits or liabilities that arise out of any action taken by the Employer to comply with the provisions of this Article.

ARTICLE 5 – DEFINITIONS OF EMPLOYEES

For purposes of this Agreement the following definitions shall apply:

- 5.A **Introductory Employee** – The first six (6) months of employment shall be the introductory period. An employee shall have no seniority for the introductory period; but upon successful completion of this introductory period, seniority shall be retroactive to the date of hire. During the introductory period, an employee may be terminated or disciplined with or without cause and with or without notice, and such termination or discipline shall not be subject to the grievance procedure.
- 5.B **Regular Employee** – Those employees who have successfully completed the initial introductory period and who are not employed on a per diem status or temporarily employed shall be regular employees.
- 5.C **Full-Time Employee** – A full-time employee shall be defined as any employee who has been hired into a .9 FTE to 1.0 FTE and who is regularly scheduled to work thirty-six (36) hours per work week to forty hours (40) hours per week.
- 5.D **Part-Time Employee** – A part-time employee shall be defined as any employee who has been hired into a .1 FTE to .89 FTE and who is regularly scheduled to work eight (8) hours per week to thirty-five (35) hours per week.
- 5.E **Benefit Eligibility** – For the purpose of determining benefit eligibility, employees working .8 and above shall be granted benefits consistent with full-time employees as offered to the majority of SHS employees. Employees working .5 to .79 shall be granted benefits consistent with part-time employees as offered to the majority of SHS employees. Part-time employees working .49 and below shall accrue PTO only.

- 5.F **Per Diem Employee** – An employee who is not assigned to an FTE but provides coverage on an intermittent, or as needed, basis. Per Diem employees do not have a regular work schedule but must be available to work per department policy. This may require a commitment to work a minimum number and/or type of shift. Per Diem employees who do not meet departmental availability obligations for a period of three (3) months and who do not respond to hospital written notifications may be terminated.

Per Diem employees will be offered medical benefits when required by the law. They will also be eligible for Wellness Dollars and Retirement benefits as is offered to all SHS casual employees when their hours worked meet the eligibility thresholds.

- 5.G **Temporary Employee** – A temporary employee shall be defined as any employee who is hired for an interim assignment or specific term not to exceed six (6) months. If management determines that a need still exists after the six (6) months, the position will be posted as detailed in Article 7. At the time of hire, a list will be forwarded via email to the Union including the name and date of hire for all temporary employees. If a temporary employee is hired into a regular bargaining unit position, hours previously worked will be applied to the introductory period and seniority will be applied from the original date of hire.

- 5.H **Look Back Provision** – Employees who, for the previous nine (9) months, have on average worked forty (40) hours or more per pay period will upon request be granted benefits, appropriate to the number of hours worked. These employees will forfeit the per diem differential in lieu of benefits. Employees must maintain the forty (40) hours per pay period average which will be reviewed on a quarterly basis in order to remain eligible for benefits.

ARTICLE 6 – SENIORITY / LAYOFF

- 6.A **Seniority Definition** – The Hospital and the Union recognize the principle of seniority. Seniority is defined as the length of time an employee has been continuously employed in the hospital since the employee's most recent date of hire. An employee's seniority will be maintained if the employee is recalled to work or reinstated from layoff in accordance with this article. Seniority shall continue and not be broken during all protected leaves. For personal leave of absence of six (6) months or less, or resignation from the bargaining unit of twelve (12) months or less, seniority shall be reinstated to date of hire, less time of layoff or resignation from the bargaining unit.

- 6.B **Mandatory Absences**. Staff reductions may occur by mandatory absences ("MA").

1. An MA is defined as a staff reduction for all or part of a shift on a unit because of Hospital projections of the staff needed for that unit and shift.
2. The Hospital will maintain an MA rotation list by job classifications. MA's will be rotated among employees in the same classification in the same department and shift

provided that the remaining employees are qualified to perform the work to be done on the relevant shift.

3. MA's will be given in the following order:
 - a) Employees working overtime or receiving premium payment;
 - b) Volunteers;
 - c) Temporary employees (not agency);
 - d) Per diem employees;
 - e) Employees working regularly scheduled hours at straight time (using the rotation list).
 4. The hospital agrees to allow any regularly scheduled employee to restore hours lost due to mandatory absence on a seniority basis when unscheduled hours become available. When unscheduled hours become available, the supervisor will activate the most senior qualified person in the department and classification who has indicated their availability, ahead of per diem staff, unless the additional hours would result in overtime. If an employee is immediately unreachable, the next person will be contacted. The provisions of this section shall apply for the purpose of maintaining regularly scheduled hours to the extent possible. The remedy for omissions and errors in administering this section shall be prospective by providing preferential treatment regardless of seniority for unscheduled hours until the inequity is corrected.
 5. An employee who is MA'd, within the classification on the same shift in the same department shall have the right to exercise one of the following options:
 - a) Take PTO hours; or
 - b) Take hours without pay, but all hours scheduled for that day will apply toward benefits and PTO accrual ("Mandatory Absence"); or
 - c) An employee who works another shift as make-up for a reduced shift (when they took the shift off without pay) must do so within the week reduced and shall waive any overtime for the make-up shift only. In the event the waiver of overtime is not statutorily permitted, the Hospital may refuse such request for make-up hours.
- 6.C **Department Closure** – If it is determined that an office/department is going to close temporarily, the Employer agrees to provide notice as soon as possible of such closure so that employees can plan their lives and PTO usage accordingly. The Business Office Manager agrees to meet with Business Office staff at least three (3) months prior to Christmas in order to discuss and explain the Hospital's potential plans for office closure around the holidays.
- 6.D **Layoffs**
1. A layoff is defined as a staff reduction because of position elimination, long-term reduction in hours, or unit closure.

2. In the event of a layoff, the Hospital will give employees in the affected job classification the opportunity to be voluntarily laid off. Thereafter, the employee with the least seniority among the employees in the same job classification on the shift in the department affected will be displaced from their position. However, a more senior employee on the affected shift may be displaced out of seniority if they are not qualified to perform the work after the layoff or does not possess special skills required for the position which are possessed by a less senior employee(s). In either situation, the displaced employee will then take the position of the least senior regularly scheduled employee on another shift, in the same job classification, and in a position that is within .3 FTE of the employee's then-current FTE provided they are qualified to perform the work of that position (the employee whose position is thus taken will become the displaced employee). After such position movement, the remaining displaced employee will be laid off from work.
 3. Employees will be paid severance in accordance with the Hospital's policy regarding Severance Pay, as such policy is currently in effect and as it may be amended from time to time in the Hospital's discretion provided, however, that the Hospital will not amend the Severance Pay policy to provide less than seven days' (pro rata for part-time) severance for regular employees.
 4. At the time employees are given notice that they will be laid off, the Hospital will give the Union a list of the employees to be laid off, a seniority roster and a list of vacant positions within the bargaining unit (which will include department and unit, FTE, and shift).
 5. Recall from lay off to available bargaining unit work will be in the order of laid off employees' seniority and within the laid off employee's job classification, provided the employee to be recalled is qualified to perform the work of the recall position. Rights under this paragraph continue until the sooner of (a) twelve (12) months from the date of displacement; or (b) the employee rejects an offer of a position for which he or she is qualified.
 6. An employee may designate shift availability at the time of layoff for the Recall List, in which case they will be called only for positions within the employee's prior classification and preferred shift.
 7. The Hospital will notify the employee of a position to which the employee may be recalled by registered mail and email. The employee must accept or reject the position within ten (10) calendar days from the date the letter is sent by the Hospital. If the Hospital receives no response to the letter, the employee will be deemed to have rejected the position. The Hospital will make a good faith reasonable effort to identify on the website those jobs available to employees on layoff.
- 6.E An employee's acceptance of a Per Diem/Casual position as a result of displacement shall not affect their recall rights.

6.F **Department/Unit Restructure.**

1. A department unit or restructure is defined as the merger of two (2) or more units into a single unit or a restructuring of an existing department or unit.
2. When the hospital determines a reorganization of a work group, department, or division is needed, the Hospital will notify the Union thirty (30) days in advance of the schedule implementing the change. In the event of a department or unit restructure, the Hospital will determine the number of full-time and part-time FTEs by shift required for the new or restructured department or unit. A list of the positions and work schedules in the new/restructured department or unit, including any qualification requirements, will be posted in the department or unit for at least ten (10) days. By the end of the posting period, each employee will submit to the Hospital a written list which identifies and ranks the employee's preferences for all available positions (first to last). Based upon these preference lists, the Hospital will assign employees to positions within the employee's prior classification in the new/restructured department or unit based on seniority.
3. If an employee does not have a position after the process outlined in paragraph B above, the displaced employee will then have the following options:
 - a) The displaced employee may take the position of the least senior regularly scheduled employee in the same job classification, provided they are qualified to perform the work of that position (the employee whose position is thus taken will become the displaced employee for purposes of the following subsections); or
 - b) The displaced employee will be laid off from work.

“Qualified to perform work of a position at the time of displacement” means that the employee is able to perform work with the orientation regularly provided to a new employee and does not require the Hospital to provide training for a position.

ARTICLE 7 – JOB BID PROCEDURE

- 7.A **Job Postings** – All job vacancies within the bargaining unit will be posted by the Hospital on the Samaritan Health Services Website. Job postings will include qualifications for the job and will be posted for a minimum of seven (7) calendar days. During this period, it will be the responsibility of interested employees to make electronic application for consideration of such vacancies. Employees who do not have access to a computer may call Human Resources for assistance.
- 7.B **Application Process** – When filling a posted vacancy, the Hospital will select employees for job changes on the basis of knowledge, skills, abilities, experience in classification and bargaining unit seniority. When employees of equal qualifications are being

considered, bargaining unit seniority will be used to determine the employee selected. Job applicants will be notified of the selection decision within a reasonable timeframe.

ARTICLE 8 – GRIEVANCE AND ARBITRATION

- 8.A **Definition of a Grievance** – A grievance is defined as any dispute over the interpretation or application of specific provisions of this Agreement, including discipline or discharge of an employee (other than introductory employees in their initial service period who may not challenge discipline or discharge actions under this Agreement). A grievance may also be filed if an employee or the Union believes that the Employer is violating an applicable law.
- 8.B **Principles** – The goal of the parties is to resolve the grievance at the lowest level possible. Employees are encouraged to discuss the subject matter of a potential grievance with their immediate supervisor at any time before filing a written grievance, however, this recommendation does not change the time limits specified in this Article for filing a grievance. Grievances may be referred up to a higher level or sent back to a lower level by mutual written agreement of the parties.
- 8.C **Timelines** – Failure of the Employer to respond within the timelines specified herein shall allow the Union to submit the grievance to the next level. Failure of the employee and/or the Union representative to submit the grievance to the next level within the timelines specified herein shall constitute withdrawal of the grievance. Timelines may, however, be mutually extended in writing by the parties. In order to honor the timelines as specified herein, both parties shall respond to requests for information in a timely manner. The parties agree to make the scheduling of grievance meetings a priority and to make every reasonable effort to be available for meetings as requested. Requested information shall be provided no later than three (3) calendar days prior to the next Step meeting in the grievance process, unless mutually agreed otherwise.

The Hospital shall communicate with employees and designated union representatives via e-mail address(es) designated by the employees and the union representatives. It shall be the employee's and the designated union representative's responsibility to notify the Hospital of contact information via the grievance form.

- 8.D **Group Grievances** – Any employee who is a steward or union representative may present a group grievance where the occurrence involves at least four (4) employees.
- 8.E **Grievance Procedure**

Step 1 The employee with or without a union representative may file a grievance in writing to the immediate supervisor (first level of management) to whom the employee reports, within fourteen (14) calendar days from the occurrence or the time when the employee should reasonably have been aware of the occurrence giving rise to the grievance. The grievance shall set forth the employee's

complaint, the provision(s) of this Agreement allegedly violated, and the requested remedy. Upon receipt of the grievance, the immediate supervisor shall acknowledge receipt of the grievance and propose meeting dates via e-mail to the employee and the designated union representative. The immediate supervisor shall meet with the employee and union representative(s) and shall respond in writing no later than fourteen (14) calendar days from the date the grievance was filed.

Step 2 If the grievance is unresolved, the employee, with or without a union representative, may advance the grievance to the appropriate administrator or designee within fourteen (14) calendar days of receiving the Step 1 response. Upon receipt of the grievance, the administrator or designee shall acknowledge receipt of the grievance and propose meeting dates via e-mail to the employee and designated union representative(s). The administrator or designee shall meet with the grievant and union representative(s) and shall respond in writing within fourteen (14) calendar days of the date the Step 2 response was filed.

Step 3 If the grievance is unresolved, the employee, with or without a union representative, may file the grievance with the Hospital CEO or designee within fourteen (14) calendar days of receiving the Step 2 response. Upon receipt of the grievance, the CEO or designee shall acknowledge receipt of the grievance and propose meeting dates via e-mail to the employee and designated union representative(s). The CEO or designee will meet with the grievant and union representative(s) and shall respond in writing within fourteen (14) calendar days of the date the Step 3 response was filed.

Step 4 If the issue is unresolved, the Union may, within fourteen (14) days of receiving the CEO's decision in writing, request non-binding mediation through the Federal Mediation and Conciliation Service, or proceed directly to arbitration in accordance with "F" below.

Step 5 If Hospital does not agree to mediation or if mediation does not result in resolution of the grievance, the Union may, within fourteen (14) days of Hospital's decision not to participate in mediation or within fourteen (14) days of the mediation session, provide written notice to the CEO or designee of its intent to arbitrate the grievance in accordance with "F" below.

8.F **Arbitration** – In the event such an arbitration notice is filed, the Federal Mediation and Conciliation Service (FMCS) will be requested to provide the parties with a list of nine (9) arbitrators from Oregon and Washington. The parties will jointly select one (1) name, either through joint agreement or by alternately striking names (the first strike will be determined by a coin toss).

The parties to this Agreement have a joint interest in following arbitration procedures that guarantee due process but also are time efficient and cost effective. To accomplish these goals, the parties agree to make all reasonable efforts prior to the hearing to decide

whether transcripts of the hearing will be required, to stipulate the facts that are not in dispute and to stipulate to the issue(s) to be presented to the arbitrator. The parties will request that the arbitrator avoid recitation of contract language and facts presented by the parties but instead limit the focus of the arbitration decision to the arguments presented by each party and an explanation for the arbitrator's decision and award. Briefs will be used judiciously by the parties, recognizing their impact on the timing and cost of receiving a decision and award.

The parties will request that the arbitrator agree to issue a written decision and award within sixty (60) calendar days of the close of the hearing (including sixty (60) calendar days after receipt of briefs, where they are submitted). The arbitrator's decision shall be final and binding but s/he shall have no power or authority to add to, modify or detract from the provision of this Agreement. The arbitrator will have continuing jurisdiction for thirty (30) calendar days following issuance of the arbitration award to address any issues arising from implementation of the award.

Arbitrator fees and costs will be equally split by the parties. All other costs of arbitration, including representation costs and transcripts, will be paid by the party that incurred them. The grievant and steward shall be granted unpaid release time to participate in arbitration hearings. The Employer will facilitate release from work for witnesses.

ARTICLE 9 – HOURS OF WORK

- 9.A **Workday** – The basic workday shall be eight (8) hours, excluding one-half (1/2) hour meal period. Alternative workdays may include six (6), nine (9), ten (10) or twelve (12) hour shifts, exclusive of a one-half (1/2) hour meal period. Other shifts may be utilized as needed. It is the intention of the Hospital that each employee shall have an uninterrupted meal period as provided herein; however it is recognized that at times interruptions cannot be avoided. If circumstances require an employee to work through a meal period, the full period shall be considered as time worked unless the meal period is granted later in the shift. Overtime must be properly authorized in advance by the appropriate supervisor unless there is a patient care emergency. For eight (8) hour or nine (9) hour employees, the meal period must be started by the end of the sixth (6th) hour of work. For ten (10) or twelve (12) hour employees, the meal period must be started by the end of the seventh (7th) hour of work. Any other shift length will follow the meal period rules as outlined by the Oregon Bureau of Labor and Industries (BOLI).
- 9.B **Overtime** – Hours worked in excess of eight (8), nine (9), ten (10) or twelve (12) hours in any workday or forty (40) hours in any work week shall be paid at the rate of one-and-one-half times (1½) the employee's regular hourly rate unless mutually agreed by the employee to flex time thus waiving shift overtime. Employee retains the right to retract their overtime waiver at any time at the beginning of a pay period by contacting Human Resources. All overtime shall be properly authorized in advance unless there is a patient

care emergency.

- 9.C **Rest Periods** – One fifteen (15) minute rest period shall be scheduled during each four (4) hours of work, or major portion thereof, during which the employee is to remain available for emergencies. The time of break will occur as work permits with reasonable notification procedures approved by the supervisor.
- 9.D **Required in-services, meetings and disaster drills** shall be compensated based on actual time attended; provided, however, that those employees not at work during the mandatory meeting will be paid a minimum of one-and-one-half hours (1½) at straight time rates to attend.
- 9.E **Pyramiding** – Overtime premium payments and shift differentials shall not be duplicated or pyramided for the same hours worked or paid for under any of the terms of this agreement.
- 9.F **Work schedules** shall be prepared and posted at least two (2) weeks in advance of the effective date. All schedules may be changed in the event of emergencies. The Hospital shall notify employees impacted by changes made after the schedule has been posted as soon as reasonably practicable.
1. **Emergencies** – It is recognized that the Hospital is a small hospital and in the interest of efficiency, or when faced with cases of emergency, it may be necessary to depart from posted schedules. An “emergency” is a situation in which the Hospital is obligated without advance planning to change schedules with less than twenty-four (24) hours’ notice. In case of emergencies, work scheduled may be adjusted, provided the employees are given reasonable notice of the change in their schedules. In making changes, however, the Hospital shall give consideration to any prior commitments of the employees. It is the employee's responsibility to keep the Hospital informed of their telephone number or how else they may be reached.
- 9.G **On-Call Definition** – Employees receiving on-call pay will remain accessible to the Hospital by telephone or pager and be able to report ready to work within thirty (30) minutes, or more as established by department.
- 9.H **Absences, High Census, Other Needs for Increased Staffing** – When absences in the work force, high census, or other unforeseen emergencies mandate a need for an increased staff, unless inconsistent with applicable law or not practicable due to the nature of the emergency, employees shall be recalled to work in the following order:
1. On-call employees only if placed on-call for the department for that shift.
 2. Regular employees MA’d during that week (unless overtime would be incurred).
 3. Regular employees
 4. Per Diem employees

5. Staff currently working within SHS, not to include unrepresented facilities. It is understood that when employees are floated from another facility they will be working under the collective bargaining agreement of the facility they are floated from.

9.I **Employees will indicate availability for overtime** shifts on a monthly basis.

Employees may also indicate a preference not to be contacted for overtime shifts. This preference may be changed on a monthly basis. The Hospital will offer overtime on a first-come first-served basis. Employee will indicate to their manager their preference to be contacted by phone, email or text messaging. Contact will be initiated from the beginning of the list with the most senior employee. Text messages will be sent via a group text. The first employee who agrees to come in will be awarded the shift. In the event that two (2) or more employees agree to come in within five (5) minutes of the text or email, the shift will be awarded based upon seniority. When overtime must be required for the proper administration of the Hospital, overtime shall be assigned on a rotating basis beginning with the least senior qualified employee if other more senior employees have not indicated their availability to work.

9.J **Minimum Shift (Report Pay)**

1. **Scheduled** – Employees who are scheduled and report for work but are released because no work is available shall be paid for four hours, provided, however, that this four (4) hour payment will not be required if the Hospital makes a reasonable documented attempt to notify the employee not less than two hours in advance of their starting time in order to direct the employee not to report for work.
2. **Unscheduled** – An employee called to work during an unscheduled time shall receive a minimum of two (2) hours' pay (except for meetings, etc. as noted in 9.D above). No employee shall receive pay for more than eight (8) hours of work if they work eight (8) hours or less during a shift.
3. Each bargaining unit employee shall be responsible for providing the Hospital with the employee's current address and telephone number.

9.K **Workweek** – The established workweek is a seven (7) day period designated by the Hospital. The pay period is a two (2) week period of time designated by the Hospital composed of two (2) workweeks.

9.L **2-Hour Notification Prior to Missing Shift** – Employees are encouraged to notify the Hospital two (2) or more hours prior to the beginning of a scheduled shift if the employee is unable to report to work. When an employee is absent for any reason, it is the intention of the Hospital to provide coverage when necessary to adequately staff each department.

9.M **Split Shifts** – If split shifts are necessary, workers shall receive one dollar and fifty cents (\$1.50) per hour for all hours in between the portions of the shift. In the event an

employee is placed on-call between portions of the shift, the employee would receive on-call pay in lieu of the one dollar and fifty cents (\$1.50) per hour. Split shifts shall not be scheduled for less than four (4) hours total work time.

- 9.N (Section “9.N” is only applicable to CNA, ED Tech, Respiratory Therapist, and CT Tech positions. The hospital reserves the right to add additional classifications at the discretion of the VP of Patient Care Services as needed.)

Extra Duty Premium and Open/Extra Shifts – For only those shifts that become available up to forty-eight (48) hours before the start of the shift, any employee who volunteers to work on a regularly scheduled day off will receive premium pay of double (2X) time per hour. Extra-duty premium pay will apply only to employees assigned a part-time FTE or greater. If an employee is asked by another employee to cover that employee’s regularly scheduled shift, the extra-duty premium described in this section will not apply.

This section will only apply if the employee has worked all normally scheduled shifts during the workweek. PTO-sick shall not count as time worked in this section. For purposes of this section, PTO-Vacation shall apply if approved prior to the schedule being posted.

- 9.O Extra Shift Sign-Up** – A draft of the work schedule will be available at least two (2) weeks before the schedule is to be posted under 9.F above (e.g., July 1 for August). During the first week that the schedule is available, employees may sign up for desired extra shifts. They do so with the understanding that none of these shifts will be subject to the extra-duty premium described in section N above; and the Hospital has the right to refuse any shifts that may cause overtime to occur. If at the end of the first week unfilled shifts remain, employees agreeing to work such shifts shall be compensated at the rate of time and one-half (1½) for hours worked.

If an employee is asked by another employee to cover/trade that employee’s regularly scheduled shift, the time and one-half (1½) described in this section will not apply. Approval by the manager is required for such a cover/trade. Requests must be made in writing.

This section will only apply to full-time employees if the employee has worked all normally scheduled shifts during the workweek. PTO-sick shall not count as time worked in this section. For purposes of this section, PTO-Vacation shall apply if approved prior to the schedule being posted.

- 9.P **Rest between Shifts** – Unless mutually agreed otherwise, the employer will assure that employees receive at least nine (9) hours rest between shifts.

- 9.Q **Orphan Call** is defined as previously scheduled on call which must be filled after the schedule is published due to illness or termination/resignation within twenty-four (24) hours of the scheduled on-call. In lieu of the hourly on call pay rate specified in the

Schedule of Wages, Surgical Services and Diagnostic Imaging employees will be paid at double time (2X) the on-call rate for each hour of such on call. If there are no volunteers to take orphan on call, it will be assigned on a rotating basis.

- 9.R **Department Schedule Modification Vote** – Departments where a majority of at least two-thirds' (2/3) of the regular employees in a work center or department wish to modify their schedules may do so upon approval of the Hospital. The employees may conduct such a vote no more frequently than once every six (6) months.

Consecutive Days – Any regular full-time employee who is required to work more than five (5) consecutive calendar days and forty (40) hours shall be paid time-and-one-half (1½) for the sixth (6th) consecutive day and double time for the seventh (7th) consecutive day worked. In rare cases where any days beyond seven (7) are needed, time and one-half will be paid until the employee has a day off. Exceptions to this section may be made by mutual agreement between the Hospital and the employee.

ARTICLE 10 – RATES OF PAY

- 10.A The Hospital agrees to pay its employees covered hereby, and the Union agrees that its members will accept wages and differentials for time actually worked or earned by virtue of having worked in the various classifications contained in the Schedule of Wages attached hereto and by this reference made a part hereof. All payroll checks will specify the rate of pay.
- 10.B Nothing contained herein shall prevent the Hospital from establishing wage rates and/or benefits in excess of that provided by this Agreement.
- 10.C **Credit for Prior Experience** – Credit shall be given to newly hired employees in initial step placement on the wage scale set forth in Schedule A for prior experience directly related to the same classification. Credit for prior experience which is related somewhat to the position for which the applicant applies will be granted on a basis of one (1) year credit for two (2) years' experience.
- 10.D **Work Out of Classification** –An employee assigned to work in a secondary assignment in a higher paid classification will receive an additional two dollars (\$2) per hour above their base rate for each hour worked at the higher paid classification. When employees are assigned to work in a lower paid classification, they shall continue to receive their higher rate of pay.
- 10.E **Across-the-Board Wage Increases** – Wage scale adjustments are effective the first day of the first pay period following the effective date or as stated on the wage scale.

Upon ratification – three and three-quarter percent increase (3.75%) across-the-board increase will take effect.

April 10, 2023 – three percent (3%) across-the-board increase will take effect.

April 8, 2024 – three percent (3%) across-the-board increase will take effect.

- 10.F **Longevity Steps** –To be eligible to move to step 13, an employee must serve two (2) years on step 12 and have met all other requirements as outlined in the Schedule of Wages.

To be eligible to move to step 14, an employee must serve two (2) years on step 13 and have met all other requirements as outlined in the Schedule of Wages.

ARTICLE 11 – PAID TIME OFF

- 11.A **Policy** – The Hospital shall provide a program of earned time off for regular full- and part-time employees, which can be used to meet the employees’ needs or desires for paid time off from work. The Paid Time Off (PTO) program is a consolidation of, and in lieu of, sick leave, paid holidays, and vacation leave.
- 11.B **Requests for Time Off** – PTO days with the exception of illness must be scheduled far enough in advance as to provide for adequate staffing. If the schedule is already posted, employees are required to find coverage or trades that would not result in overtime payment. Eligible employees may use PTO as it accrues, subject to the following guidelines:
1. For periods of time off of three (3) consecutive shifts or more of less than twelve (12) hours (e.g. eight (8) or ten (10) hours shifts) or two (2) consecutive shifts or more for twelve (12) hour shifts, the request must be submitted to the employee’s supervisor at least four (4) weeks in advance, or in accordance with departmental procedure for submitting time off requests. PTO requests shall be granted on a first come, first served basis.
 2. Requests will be granted, denied or pended in accordance within this section. If a denial is given, it is the employee's responsibility to inform management of their continued interest to have the day off. If requests for the same time off are submitted on the same date by persons in the same department, classification, and shift, and the employees involved are unable to affect a suitable compromise, preference will be based on seniority.
 3. For PTO requests in future schedules, all time off requests will be responded to within fourteen (14) calendar days of receipt. Initial response to include one of the following:
 - a) Approval of PTO

- b) Denial of PTO
- c) Pending approval or denial, based on ability of coverage.

In cases where requests are either denied or pended, managers will provide the employee with the reason for their response and in the case of a request being pended, a follow-up date will be provided by which the request will be reviewed again, to be no later than 4 (four) weeks prior to the requested days off, provided at the request was put in at least 5 (five) weeks in advance.

NOTE: The Hospital will rotate the granting of PTO requests for prime vacation and holiday periods between requesting employees.

- 4. For periods of time off less than two (2) consecutive shifts or less, the request should be submitted to the supervisor at least fourteen (14) days in advance or before the work schedule covering the requested time off has been determined and/or posted, whichever comes first. Requested time off may be granted with less notice if it does not create a burden for the department.
- 5. An employee who is not able to report to work because of an emergency or illness should advise their supervisor, or designee, as soon as possible. In some cases, the employee may be asked to verify the reason for their inability to report to work.
- 6. An employee may not use PTO to substitute for regular hours in excess of their assigned FTE.
- 7. An employee may not use PTO when placed on an unpaid suspension (i.e., corrective action).
- 8. Employees must use any available PTO if working less than their assigned FTE with the following exceptions:
 - a) During periods of low workload when the employee is not needed to work or is sent home early. Employees who are called off due to reduced workload will have this time recorded as Mandatory Absence, which is non-paid time; unless they choose to use their PTO in which case this time will be recorded as PTO-MA.
 - b) When a department is closed or staff has been reduced due to a holiday. Employees who are scheduled for the holiday and who choose not to use PTO will have this time recorded as non-paid hours.

- c) When receiving certain disability payments (i.e., short term disability or workers' compensation only while on Family Medical Leave Act (FMLA) and/or Oregon Family Leave Act (OFLA). Employees who are able to exercise this option will have this time recorded as either non-paid hours or specific leave-designated hours.
- d) By mutual agreement between the employer and employee.

9. All hours lost due to Mandatory Absence and/or departmental closure shall count towards benefit eligibility and PTO accrual.

11.C A regular employee will accrue PTO from the employee's date of employment at the following rate:

Months of Service	Accrual Rate	Appx FT Annual Accrual
1 st through 48 th	.0962 hours per Compensable hour	25
49 th through 108 th	.1154 hours per Compensable hour	30
109 th & each month of Service thereafter	.1350 hours per Compensable hour	35

Employees currently accruing PTO at a higher rate will continue such accrual. (See Appendix B)

11.D **Maximum Accrual** – An employee may accrue up to seven hundred sixty (760) hours in their PTO bank. When the maximum number of hours is reached, no further PTO will accrue.

11.E **PTO Cash Out** – Cash out of PTO will be in accordance with SHS policy and applicable law.

11.F **Holidays** – An employee accrues PTO for all hours worked or PTO hours taken on a holiday but not for any hours not worked and for which no PTO is taken.

11.G **Accrued PTO** will be noted on the employee's paycheck. It is understood that such notation is subject to verification and that in case of discrepancy between the notation and actual accumulation, the latter will control.

11.H **PTO Eligibility** – Regular full-time and part-time employees are eligible to use PTO after completion of ninety (90) days of service.

11.I PTO time may not be transferred to another employee.

ARTICLE 12 – HOLIDAYS

New Year’s Day	Thanksgiving Day
Memorial Day	December 24
Fourth of July	Christmas Day
Labor Day	Easter Sunday

An employee will be entitled to holiday pay of time-and-one-half (1½) of their hourly rate of pay if the majority of the employee’s worked hours fall on a designated holiday.

ARTICLE 13 – BEREAVEMENT LEAVE

A regular employee will be granted three (3) regularly scheduled working days leave with pay following a death in the immediate family of the employee for purposes of attending and/or arranging the funeral. For purposes of this article, “immediate family” means the employee’s parent or legal guardian, stepparent, stepchild, current foster-care child, sibling, current parent-in-law, current sister-in-law, current brother-in-law, grandparent or grandchild. Employees will be granted up to five (5) regularly scheduled working days off following the death of a spouse, significant other living as an integral member of the household, or child. Note: All family relationships identified will apply to domestic partners, for the purpose of this Article.

ARTICLE 14 – INSURANCE

14.A **Medical and Dental Plans** – Each eligible employee may participate in one of the medical and dental plans offered as part of the Samaritan Choice Plans, in accordance with the terms applicable to the majority of the hospital’s employees.

The Hospital retains the right to change the medical and/or dental plans offered as part of the Samaritan Choice Plans, as applicable to the majority of the hospital’s employees, provided, however, that the Hospital will provide notice prior to Open Enrollment to the Union of any such changes.

Medical premiums for 2023, 2024 and 2025 will be as outlined in Exhibit A.

Employees will continue to be eligible for the same income-based premium credit afforded to all SHS employees.

1. **Financial Assistance:** Employees will be eligible for the same financial assistance provided to SHS patients. The terms of such programs shall not be reduced for SEIU members during the life of this 2022 to 2025 collective bargaining agreement.
 2. **Payment Plans:** Employees covered by the Samaritan Choice medical insurance plan who have outstanding balances that are payable to Samaritan Health Services for in network, covered, and authorized (if medically necessary) services will be provided payment plan offerings upon request from the employee. The request will be made to Patient Financial Services, and may be directed through the Hospital Patient Financial Counselor. Patient Financial Services will work with employees to identify the appropriate payment arrangement based on the employee financial needs/eligibility. Within one hundred and twenty (120) days from first patient statement, employees must contact Patient Financial Services and identify themselves as a SHS SEIU member and ask for a payment plan arrangement that does not exceed six percent (6%) of their household income. Such requests will be granted using the existing SHS payment options and funding programs. To be eligible for a payment plan, employees must comply with all requirements for establishing appropriate payment options/eligibility, including the completion of a financial assistance application with supporting documentation. Employees who comply with all terms of the payment plan(s) will not be subject to collections or wage garnishment.
 3. **Continuation of Benefits:** The hospital agrees that during the terms of the 2022 – 2025 collective bargaining agreement only, it will not reduce or eliminate the following benefits: Extension of Dependent Coverage to 26; Non-Discrimination Based on Health Status; Prohibition of Waiting Periods in excess of ninety (90) days; Prohibition on Rescission; Coverage of Preventative Health Services without Cost Sharing (including birth control); Coverage of Preexisting Health Conditions; Prohibition on Annual and Lifetime Limits; Limits for Annual Out-of-Pocket Spending; Standardized Appeals Process for Coverage Determinations and Claims; Choice of Primary Care Provider; Coverage of Emergency Services; Access to Pediatric Care; Access to Obstetrical and Gynecological Care. This agreement against reduction or elimination will automatically sunset with the expiration of the 2022 – 2025 agreement.
- 14.B **Life Insurance and Long-Term Disability** – Employees may participate in the life insurance and long-term disability plan, in accordance with the terms applicable to the majority of the Hospital’s unrepresented employees. Employees may also participate in the voluntary life insurance plan offered by the Hospital.
- 14.C **Short-Term Disability** – Employees may participate in the short-term disability insurance plan offered by the Hospital.

- 14.D **Flexible Spending Account** – The Hospital will provide a Section 125 plan that will allow the pre-tax payment of insurance premiums, unreimbursed medical expenses, and dependent care according to federal law.

ARTICLE 15 – ***INTENTIONALLY BLANK***

ARTICLE 16 – JURY DUTY

- 16.A All employees shall be granted a leave of absence when needed to fulfill their legal obligation to serve on jury duty. It is the employee's responsibility to give their supervisor reasonable advance notice of their obligation to serve and to provide a copy of the juror's summons. It is the employee's responsibility to report for employment at the end of an approved leave. Failure to do so may be considered a voluntary termination.
- 16.B **Salary and Benefits While on Jury Duty** – Employees serving on jury duty will be entitled to reimbursement at their straight time hourly rate. Any of the jury duty pay (other than travel expenses) received by the employee from other sources should be submitted to the hospital's cashier or Regional Business Office (RBO) Representative. All employee benefits the employee is enrolled in will continue while the employee is on jury duty leave.
- 16.C **Work Attendance** – Evidence of jury duty attendance must be presented to the hospital. The employee should continue to report for work on those days or parts of days when excused from jury duty or when jury duty does not conflict with their schedule. Day shift employees will be required to report to work if their jury service ends on any day in time to permit at least four (4) hours work in the balance of their regular shift. Other shift employees will not be required to report for work on any day that they have performed jury service for more than one-half (1/2) day. When requested by the employee, night shift employees will be scheduled off the shift ending on the day of their jury duty.

ARTICLE 17 – LEAVES OF ABSENCE

- 17.A It is the hospital's policy to grant leaves of absence to all eligible employees on a non-discriminatory basis. Leaves of absence will be granted in accordance with the SHS Leave of Absence policy and per state and federal law as required.
- 17.B **Reinstatement Right** – An employee returning from an approved personal leave of absence shall return to their former position.
- 17.C **Status of Employee Benefits while on Leave** – The Hospital will continue to contribute to the employee's health insurance premium during FMLA/OFLA leave. During Personal Leaves of Absence the employee must have enough PTO available to fulfill their

regularly benefited FTE, in order to keep their benefits whole during a personal leave. If the employee does not have enough PTO to maintain their regular FTE per week during personal leave, they will be offered continuation of coverage under COBRA. In such cases, benefits will be reinstated the first of the month following the employee's return to work.

ARTICLE 18 – JURISDICTION BY THE UNION

Should a dispute arise between the Union and the Hospital or another union regarding recognition of the Union as bargaining agent, the matter shall first be referred to the National Labor Relations Board.

ARTICLE 19 – UNION RIGHTS

- 19.A **Paid Time for Union Stewards** – Union Stewards may present grievances to management and represent employees in grievance or investigatory meetings during work hours, on paid time, provided these meetings do not interfere with the normal operations of the Hospital. A reasonable amount of work time (straight time rate of pay), not to exceed thirty (30) minutes unless otherwise agreed to by the Steward's supervisor, may be spent by Union Stewards to investigate grievances. Stewards agree to obtain advance supervisory approval of any required absence from the workplace to attend to the obligations described herein. The Union shall notify the Hospital, in writing, of the names of all union stewards at least quarterly and whenever the list changes.
- 19.B **Lists/New Employees** – The Hospital agrees to provide the Union with an electronic list of the name, home address, home telephone number, work email, employee identification number, job classification, department, shift, wage rate, hire date, and employee status for each bargaining unit member. This list will be provided to the Union on a monthly basis. The Hospital also agrees to provide the Union office with a list of bargaining unit members designated as new hires, transfers (when possible) and terminations. Both lists will be provided to the Union by the 15th calendar day of the month following the month in which the activity occurred.
- 19.C **Bulletin Boards** – Designated space for posting matters pertaining to legitimate Union business will be provided on department bulletin boards. Copies of all materials posted shall be provided to Human Resources and shall be appropriate for public display.
- 19.D **Access to Meeting Rooms** – Conference rooms or other suitable public meeting space will be available for Union membership meetings, insofar as the availability of such space does not hinder normal operations of the Hospital. Scheduling meeting rooms will occur through the normal facility scheduling process.
- 19.E **Access to Hospital Premises** – Duly authorized representatives of the Union shall be permitted at all reasonable times to enter the Hospital for the purpose of representing employees covered by this Agreement; provided, however, that no interference with the work of employees or interruption of normal hospital operations shall result. Such right

of entry shall at all times be subject to hospital rules, confidentiality requirements and HIPAA regulations. Union representatives shall notify Human Resources (HR) (or to the House Supervisor when HR is closed), present identification, as needed, and advise management of the areas to be visited. Permission must be obtained from the appropriate department manager prior to contacting employees during their working hours, however the Union Representative may contact Union Stewards briefly if the interaction is minimal and does not interfere with the work of the department. Representation of employees covered by this Agreement shall not be construed to include organizational efforts during employee's work time.

- 19.F **Unpaid Leave for Union Business** – Subject to the Hospital's operating requirements, up to two (2) union members per year may be granted a leave of absence without pay for up to sixty (60) days to work for the union. This may occur intermittently and cover one (1) member to attend Union Executive Board meetings and other Executive Board business. No more than one (1) employee from any one department will be granted such leave during the same year. The leave request must be made in writing to the employee's immediate supervisor at least thirty (30) days prior to the date of the leave. The request must specify the first day of leave and the first day of return. The leave may be granted at the sole discretion of the immediate supervisor or department manager. Upon return, the employee will retain their former position, wages, benefits, and seniority. The Union agrees that employees on such leave will not be assigned to work in activities proscribed by the No Strike/No Lockout provisions of the SHS/SEIU Local 49 collective bargaining agreements or in health systems organizing campaigns.
- 19.G **New Employee Orientation** – The hospital agrees to allow SEIU to hold an orientation meeting for represented employees. The Hospital will allow a period of up to thirty (30) minutes for a union representative, already on paid time, to discuss the union with bargaining unit members. This representative must receive prior authorization from their supervisor to leave the department. This request will not be unreasonably denied. If this Union representative is not already working, this time shall be unpaid. The Hospital shall provide to the Union a list of all employees attending the orientation as many days as possible prior to such orientation and no later than one (1) day before the orientation. The Union shall be responsible for providing all material for any such meeting.

ARTICLE 20 – NO STRIKE OR LOCKOUT

- 20.A The Hospital and the Union realizing that a hospital is different in its operation from industries, because of the type of service rendered to the community and for humanitarian reasons, agree that there shall be no lockouts on the part of the Hospital, nor suspension of work on the part of the employees, it being one of the purposes of this Agreement to guarantee that there shall be no strikes, picketing, lockouts, sympathetic strikes, sympathetic picketing, or work stoppages, and that all disputes subject to the Grievance Procedure of this Agreement will be settled in accordance with such Grievance Procedure.

- 20.B If the Union protests the Hospital's exercise of its right to discipline employees for violation of this Article and the Union elects to refer such protest to arbitration under the Grievance Procedure, the only issue which may be reviewed by the arbitrator is whether or not the employee has, to any extent, committed any act prohibited by the provision of this Article.

ARTICLE 21 – CORRECTIVE ACTION

- 21.A No employee who has completed their introductory period shall be discharged or subject to corrective action without just cause. It is recognized that the Hospital shall employ a system of progressive discipline in the counseling and reprimanding of employees, normally consisting of the following: verbal counseling, written counseling, final written counseling, suspension and/or termination of employment. Nothing contained herein shall determine the method of progressive discipline, which the Hospital shall be obligated to utilize.
- 21.B The Hospital shall have the right to establish such reasonable rules as are necessary to maintain a safe and efficient operation.
- 21.C In any meeting, which could potentially lead to corrective action or discharge of any employee, the employee shall have the right to Union representation if they so desire. In the event that the Hospital is aware that a meeting will result in the implementation of such action, it shall advise the employee prior to attending same of their right to Union representation. The Hospital will provide a minimum of twenty-four (24) hours' notice to the employee when scheduling investigatory meetings. The advance notice may be waived if patient or employee safety is in immediate jeopardy, or if the employee agrees to waive the notice in writing. It being recognized that the Hospital shall assume no financial obligation if the affected employee requests the presence of a Union representative who is not on duty at the time.
- 21.D The employee shall receive copies of all written corrective action placed in the employee's personnel file. The employee shall receive a copy at the time it is issued. Employees shall have the right to respond in writing to any written corrective action in their personnel file and have that response attached to the relevant material. It is agreed that the employee's file kept in Human Resources is the official record of the employee.

ARTICLE 22 – SAFETY AND HEALTH

- 22.A It is the basic objective of both parties to the Agreement that safe working conditions shall be maintained. Toward that end, the Hospital agrees to make available necessary safety equipment as approved by the Safety Committee, promote safe working conditions, and make other reasonable provisions for the safety and health of employees.

- 22.B The Union and the employees agree that they will cooperate in promoting safety and will comply with all safety rules.
- 22.C The Hospital agrees that the Union shall appoint to the Safety Committee one (1) employee whose job is applicable to Safety Committee work. The Union appointed Safety Committee employee shall be accountable for participating in Safety Committee meetings and activities and shall be responsible to provide feedback from the Safety Committee to bargaining unit members and their departments in accordance with the Safety Committee Charter.
- 22.D The Union shall appoint an employee representative to serve as a member of the Hospital Nurse Staffing Committee when required by ORS 441.162. This employee will be paid by the employer for hours spent during committee meetings.

ARTICLE 23 – RETIREMENT PLAN

- 23.A **SHS Retirement Plan (Defined Contribution Plan)** – The employer shall provide the Samaritan Health Services Retirement Plan (Defined Contribution Plan) to employees covered by this collective bargaining agreement. Under this plan, the employer shall contribute four percent (4%) of an employee’s gross earnings into the employee’s account. These contributions shall be paid quarterly, in accordance with the plan’s terms.
- 23.B **SHS Tax-Sheltered Annuity (TSA) and Matched Contribution Program** – The employer shall provide the Samaritan Health Services Tax-Sheltered Annuity Plan to employees covered by this collective bargaining agreement. Under this plan, employees may purchase tax-sheltered annuities through payroll deduction up to the maximum allowable by applicable law (403(b)). The hospital will also contribute on a matched basis, up to another two percent (2%) of employee’s gross wage. These contributions will be paid in accordance with the plan’s terms. If SHS increases non-contractual retirement match, SNLH SEIU employees would also be increased.
- 23.C **Maintenance of Benefit/Plan Changes** – The employer agrees to maintain the current level of benefit in the pension programs listed in this article for the duration of the contract. If the employer improves either the SHS Retirement Plan (Defined Contribution Plan) or the TSA plan, or adds another plan, during the term of this agreement, employees covered by this collective bargaining agreement will receive these same improved benefits.

ARTICLE 24 – SUCCESSOR CLAUSE

If Hospital, by merger, consolidation, sale of assets, lease, franchise, or any other means, enters into an agreement with another organization that in whole or part affects the existing collective bargaining unit, Hospital will call the existence of the collective bargaining agreement to the attention of any organization with which it seeks to make an agreement and request that the

organization affirm its intention to retain the Hospital's workforce, and if notice is so given, Hospital will have no further obligations hereunder from date of takeover.

ARTICLE 25 – SEPARABILITY

If any provision of this Agreement is at any time declared invalid by any court of competent jurisdiction or through government regulations or decree, that decision will not invalidate the entire Agreement, it being the express intention of the parties hereto that all other provisions not declared invalid will remain in full force and effect. In the event of such occurrence, both parties agree to construe such invalidated provision(s) as closely to the bargained purpose as is permissible by law and to promptly negotiate on a narrowly revised provision that attempts to reflect the originally bargained purpose to the extent feasible and permissible by law.

ARTICLE 26 – TRAINING DUTIES AND DIFFERENTIAL

When an employee who is assigned to train a new or existing employee and begins that assignment, the trainer employee who is training will receive an additional one dollar and fifty cents (\$1.50) per hour on their base wage for all hours spent training. For training continuity purposes, anyone on the schedule assigned to train may be denied a requested absence. The trainer must meet the following criteria:

1. Be approved by the manager;
2. Be assigned to train a specific trainee;
3. Have successfully completed the introductory period;
4. Be an employee in good standing;
5. Complete an approved initial and annual trainer education program; if an employee is not approved based on the discretion of management a verbal explanation will be provided to the employee wishing to be a trainer.
6. Shall have the necessary experience, knowledge, and skills (including the ability to educate adults through patience and positive communication.)
7. Be evaluated annually, when applicable, on trainer performance;
8. Provide written feedback to trainees and managers on the progress of the trainee.

This article does not apply to employees who have training responsibilities as an essential job function (e.g. leads).

ARTICLE 27 – EDUCATION

27.A The parties agree that education is a very important part of our professional lives, particularly in the health care field. In recognition of this, the Hospital provides continuing education opportunities for bargaining unit employees. Interested employees

may contact their department manager for specific information of programs and how to apply for educational funds, including education related travel per SHS requirements.

27.B Employees covered by this Agreement may participate in the Hospital's education programs in accordance with the same terms offered to a majority of the Hospital's employees, unless otherwise stated below.

27.C The Hospital agrees to establish a continuing education reimbursement program for all employees covered by this Agreement. This program shall apply as follows:

1. The period for calculation of professional development shall be the year beginning January 1 through the following December 31(the "calculation period"). Each employee under this Agreement shall be afforded the opportunity for reimbursement per #3 below of course registration and materials, travel, meals and lodging expenses which are directly associated with such educational leave. Such reimbursement shall be determined by the department manager whose decision shall be final, provided, however, that such decision shall not be arbitrary or capricious. These educational days shall be distributed by the appropriate department head in as equitable a manner as possible.
2. During a calculation period, the total amount available for reimbursement of these expenses for employees shall not exceed five thousand dollars (\$5000). This will be included in the budgetary process. Prior to the end of the calculation period, the employee may request use of any additional funds if there are excess funds available. Unused funds and/or leave shall not carry over from year to year.
3. **Professional credentials and continuing education.**
Employees who are required to have a license or certification, to keep their position at the Hospital shall be given the opportunity to get the continuing education needed to maintain the credential. The Medical Center will provide an educational allowance of four hundred dollars (\$400) per employee per year to be used for registration and expense reimbursement for job-related educational programs approved in advance by the Medical Center. Technical unit employees, with supervisor's approval, may carry over one year's allowance in order to apply six hundred dollars (\$600) the following year toward a specified educational program.
4. **Non-CEU related education.**
With management approval, employees who do not qualify for the education allowance under "Professional Credentials and continuing education" above shall qualify for three hundred dollars (\$300) allowance per calendar year. This allowance may be used for registration or materials related to educational programs that are related to their work but are not already offered by the hospital.
5. Employees budgeted in a 0.5 to 0.79 FTE may also be granted up to twenty-four (24) hours and employees budgeted in a 0.8 to 1.0 FTE up to thirty-two (32) hours paid

educational leave per calculation period to attend programs with prior approval by management.

- 27.D **On Line Learning** – Employees may use paid educational leave for manager approved online learning. One (1) hour of paid educational leave will be granted for each documented CEU completed. Online education may occur during work hours if approved by the manager/supervisor. As with other educational opportunities, the employee must transfer time to Education/In-service time.
- 27.E **Certification Bonus** – The Hospital will pay a one-time cash bonus of five hundred dollars (\$500) for successful completion of a nationally recognized non-required certification relevant to the department per the SHS Certification Bonus policy. This opportunity is only available for a certification that is not listed as a basic job requirement for the employee’s position. If future job requirements change and an additional certification is required, the employer will pay the full amount for existing employees to obtain the certification.

ARTICLE 28 – EVALUATION

Employees who disagree with their evaluation shall have the right to submit a rebuttal that shall be attached to the evaluation and kept in the employment file. It is understood by the parties that this process is not subject to the grievance or arbitration process.

ARTICLE 29 – LABOR-MANAGEMENT COMMITTEE

- 29.A The Hospital and the Union agree to establish a labor-management committee. The committee will consist of bargaining unit representatives selected by the Union and an equal number of Hospital representatives selected by the Hospital. The Hospital and the Union will agree on the number of committee members, which number will be at least two (2) but no more than four (4) representatives of each party. Attendance at committee meetings will be voluntary. Employee committee members will be paid a maximum of one and one-half hours (1½) at straight time to attend a meeting.
- 29.B The committee will meet at least one (1) time each calendar quarter if there is at least one (1) agenda item and upon agreement may meet more frequently. Each party will submit to the other party items for the agenda at least seven (7) calendar days prior to the scheduled date of the meeting.
- 29.C The purpose of the committee is to constructively discuss and attempt to resolve or make recommendations for resolution of issues affecting the members of the bargaining unit that are of mutual concern, such as staffing. The committee, however, does not supersede the grievance procedure in this Agreement, has no authority to settle any grievance or to change or delete any provision of this Agreement, and no authority to bargain regarding any wages, hours, or other terms or conditions of employment.

29.D Upon request of either labor or management, an additional ad hoc meeting may be held to discuss a specific topic. Additionally, non-committee members may be invited to attend if staffing and patient care allow as agreed upon between the employee and the manager. When an ad hoc meeting is requested, a reasonable effort will be made for the meeting to occur within two (2) weeks.

29.E The parties agree to the following:

1. A commitment to the exchange of information.
2. A commitment to make every reasonable effort to solve problems as they become evident.
3. A commitment to:
 - a. Review, assess, and respond to staffing concerns;
 - b. Work together to seek possible solutions in staffing to meet patient needs.
4. At least three (3) times per year (approximately every four (4) months) the SNLH Executive Team will meet with LMC. The topics of these meetings may be, but not limited to:
 - a. Enhance employee engagement;
 - b. Discuss staffing plans;
 - c. Improve operational efficiencies;
 - d. Hear employee concerns;
 - e. Improve outcomes in quality, safety, and satisfaction.
5. To furnish written records on LMC discussions to the Bargaining Unit and Managers.

ARTICLE 30 – DURATION

This Agreement all be effective upon ratification, and shall remain in effect until March 31, 2025.

For Hospital:

DocuSigned by:
Denise Moland
73BB87F8BE234E7...
Denise Moland, VP- Patient Care Services

DocuSigned by:
Scott A Russell
DCF3D84314C34EE...
Scott Russell, Director- Labor Relations

DocuSigned by:
Carrie Stottlemyre
498B4US9104F46U...
Carrie Stottlemyre, Sr. HR Business Partner

DocuSigned by:
Christopher Garrison
CA99E25D1E4349F...
Chris Garrison, Manager- EVS

DocuSigned by:
Becky A. Johnson
8F618CF4F980492...
Becky Johnson, Manager- Nutrition Services

DocuSigned by:
Dallas Hull
61920686359547A...
Dallas Hull, Manager- Laboratory

DocuSigned by:
Ashlee Claunts
C62C053BFF184F9...
Ashlee Claunts, Manager- Patient Access

DocuSigned by:
Casi Lamp
B19C7238F0AB444...
Casi Lamp, Manager- Emergency Department

DocuSigned by:
Robert Angerstien
766481879AD1404...
Robert Angerstien, Manager- Pharmacy

For Union:

DocuSigned by:
Meg Niemi
AF27F1AD9558482...
Meg Niemi, President

DocuSigned by:
Jennifer Forrester
F9F395F3E18A45F...
Jennifer Forrester

Brittany King
Susan Peters
Rachel Eggleton
Arnold Deus
Kelly Taylor
Andrew Barnes

SCHEDULE OF WAGES

The following describes the wages to be effective for the term of the Agreement.

A. SHS Employee Recognition Award Program – Bargaining unit members would also be eligible for added bonus payments based on the SHS Employee Recognition Award Program, pursuant to the terms of that program.

B. Step Increases – Employees shall be eligible for their first step increase after twelve (12) months from their date of hire and then annually thereafter. In order to qualify for a wage increase at the next step of the wage scale, an employee must be in good standing. Good standing shall be defined as the absence of a work plan during the annual appraisal period. In the event an employee does not meet the above conditions, they will have their step increase date adjusted by the length of the work plan. This will affect the date of any future increases.

C. Shift Differential – Employees working on both evening and night shifts will be paid a shift differential. Employees working a shift that overlaps into evening or night shift will be paid shift differential only when a majority of their worked hours fall within evening or night shift and will be paid the differential for all hours of their shift.

Majority of shift hours worked between 3:00 p.m. and 11:30 p.m.: \$1.75 per hour (Serv, BOC)
5% (Tech)

Majority of shift hours worked between 11:00 p.m. and 7:30 a.m.: \$2.50 per hour (Serv, BOC)
or \$2.75 per hour for employees who hold a night shift FTE for over four (4) consecutive years.
10% (Tech) per hour or twelve percent (12%) per hour for employees who hold a night shift FTE for over four (4) consecutive years.

Shift differentials do not apply to on-call or call back.

D. Weekend Premium – Employees working hours on the weekend will be paid a premium of one-dollar and twenty-five cents (\$1.25). The weekend will be determined in accordance with the Hospital's current practice. Premium will begin at 2300 Friday and end at 2300 Sunday. This premium will not be paid for any un-worked hours.

E. On-Call Pay

For Service unit: Three dollars and seventy-five cents (\$3.75) per hour / Four dollars (\$4.00) per hour on holidays – to be paid during the full period of on-call, including any hours for which the employee has been called back to work.

For Technical unit: Four dollars and twenty-five cents (\$4.25) per hour / Five dollars (\$5.00) per hour on holidays – to be paid during the full period of on-call, including any hours for which the employee has been called back to work.

F. **Minimum Call Back** –Employees are guaranteed a minimum of three (3) hours pay for each call back while on call, except that the total number of hours paid for call back shall not exceed the number of hours for which the employee was on call. Actual time worked will be paid at one-and-one-half times (1½) for each call back event. Call back pay may not be combined with regular pay for the same hour worked (paid).

G. **Per Diem Differential** – Per diem employees shall receive a differential per hour worked plus shift differential, if applicable, in lieu of benefits. Employees in the technical bargaining unit shall receive fifteen percent (15%). All other employees shall receive one dollar and twenty-five cents (\$1.25) per hour.

H. **CT/Radiologic Tech Duties** – Effective the first pay period following ratification, all employees working both CT and Rad Tech duties shall be paid their CT wages for all hours worked.

I. **Selective Wage Adjustments**

Effective the first day of the first pay period following ratification the following classifications will be increased as set forth below.

Housekeeper –7%

Housekeeper – Lead –7%

Dietary Aide –4%

Dietary Cook –4%

Dietary Team Lead –3%

Phlebotomist – 3.5%

Phlebotomist – Reg – 5.5%

Phlebotomist – Lead – 5.5%

Sterile Processing Tech – UnReg –8%

Sterile Processing Tech – Reg – 9%

Sterile Processing Tech – Reg Lead – 8%

CNA 1 – 3%

CNA 2 – 16%

CNA2/Unit Aide Tech – 10.5%

ER Tech I – 7%

ER Tech II – 7%

ER Tech III – 7%

OB Tech – 7%

OR Tech – 2%

Unit Clerk – 8%

Unit Secretary – 3%

Pharmacy Tech – Cert – 6%

Pharmacy Tech II – Cert – 6%

Pharmacy Tech – Purchaser – Cert – 6%

Patient Safety Assistant – 6%

Phys Rehab Aide I – 2%

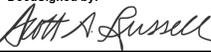
Storekeeper – 2%

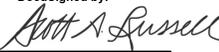
Inventory Control Specialist – 3%

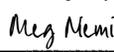
Buyer – 3%
Respiratory Therapist – Reg – 1%
Medical Laboratory Tech – 3%

APPENDIX A – LETTER OF AGREEMENT

Any employees who previously opted to be grandfathered out of the Union Shop provisions at the time of initial contract inception may so continue.

DocuSigned by:

DCP3D64314C34EE...
For SNLH

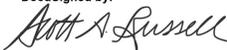
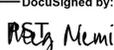
DocuSigned by:

DCP3D64314C34EE...
Date

DocuSigned by:

AF27F1AD5836182...
12/20/2022 | 20:39:56 EST
For SEIU Local 49 **Date**

APPENDIX B – PTO ACCRUAL

A regular employee hired on or before February 28, 2010 will accrue PTO at the following rate:

Months of Service	Accrual Rate	Appx FT Annual Accrual
1 st through 48 th	.1040 hours per Compensable hour	27
49 th through 108 th	.1230 hours per Compensable hour	32
109 th & each month of Service thereafter	.1420 hours per Compensable hour	37

<p><small>DocuSigned by:</small>  <small>DLF3D69314L31EE</small> For SNLH</p>	<p>12/1/2022 09:46:26 Date</p>	<p><small>DocuSigned by:</small>  <small>AF27F1AD9559402</small> For SEIU Local 49</p>	<p>12/20/2022 20:39:56 EST Date</p>
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APPENDIX C – WAGE SCALES

Samaritan North Lincoln Hospital
 SEIU Wage Table - Service Unit
 Effective July 4, 2022 through March 31, 2025

Clerical

3749 - Patient Access Specialist I

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$15.96	\$16.44	\$16.93	\$17.44	\$17.96	\$18.50	\$19.05	\$19.62	\$20.21	\$20.82	\$21.44	\$22.09	\$22.75	\$23.43
7/4/22	3.75%	\$16.56	\$17.05	\$17.56	\$18.09	\$18.63	\$19.19	\$19.77	\$20.36	\$20.97	\$21.60	\$22.25	\$22.92	\$23.60	\$24.31
4/10/23	3.0%	\$17.05	\$17.56	\$18.09	\$18.63	\$19.19	\$19.77	\$20.36	\$20.97	\$21.60	\$22.25	\$22.92	\$23.60	\$24.31	\$25.04
4/8/24	3.0%	\$17.56	\$18.09	\$18.63	\$19.19	\$19.77	\$20.36	\$20.97	\$21.60	\$22.25	\$22.92	\$23.60	\$24.31	\$25.04	\$25.79

3750 - Patient Access Specialist II

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$17.10	\$17.61	\$18.14	\$18.69	\$19.25	\$19.82	\$20.42	\$21.03	\$21.66	\$22.31	\$22.98	\$23.67	\$24.38	\$25.11
7/4/22	3.75%	\$17.74	\$18.27	\$18.82	\$19.39	\$19.97	\$20.57	\$21.19	\$21.82	\$22.48	\$23.15	\$23.84	\$24.56	\$25.30	\$26.06
4/10/23	3.0%	\$18.27	\$18.82	\$19.39	\$19.97	\$20.57	\$21.19	\$21.82	\$22.48	\$23.15	\$23.84	\$24.56	\$25.30	\$26.06	\$26.84
4/8/24	3.0%	\$18.82	\$19.39	\$19.97	\$20.57	\$21.19	\$21.82	\$22.48	\$23.15	\$23.84	\$24.56	\$25.30	\$26.06	\$26.84	\$27.64

3751 - Patient Access Specialist-Lead

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$18.14	\$18.69	\$19.25	\$19.82	\$20.42	\$21.03	\$21.66	\$22.31	\$22.98	\$23.67	\$24.38	\$25.11	\$25.87	\$26.64
7/4/22	3.75%	\$18.82	\$19.39	\$19.97	\$20.57	\$21.19	\$21.82	\$22.48	\$23.15	\$23.84	\$24.56	\$25.30	\$26.06	\$26.84	\$27.64
4/10/23	3.0%	\$19.39	\$19.97	\$20.57	\$21.19	\$21.82	\$22.48	\$23.15	\$23.84	\$24.56	\$25.30	\$26.06	\$26.84	\$27.64	\$28.47
4/8/24	3.0%	\$19.97	\$20.57	\$21.19	\$21.82	\$22.48	\$23.15	\$23.84	\$24.56	\$25.30	\$26.06	\$26.84	\$27.64	\$28.47	\$29.33

Dietary / Nutrition

0653 - Dietary Cook

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$15.84	\$16.31	\$16.80	\$17.30	\$17.82	\$18.36	\$18.91	\$19.48	\$20.06	\$20.66	\$21.28	\$21.92	\$22.58	\$23.26
7/4/22	7.75%	\$17.06	\$17.58	\$18.10	\$18.65	\$19.21	\$19.78	\$20.38	\$20.99	\$21.62	\$22.26	\$22.93	\$23.62	\$24.33	\$25.06
4/10/23	3.0%	\$17.58	\$18.10	\$18.65	\$19.21	\$19.78	\$20.38	\$20.99	\$21.62	\$22.26	\$22.93	\$23.62	\$24.33	\$25.06	\$25.81
4/8/24	3.0%	\$18.10	\$18.65	\$19.21	\$19.78	\$20.38	\$20.99	\$21.62	\$22.26	\$22.93	\$23.62	\$24.33	\$25.06	\$25.81	\$26.58

0654 - Dietary-Culinary Aide

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$13.66	\$14.07	\$14.49	\$14.93	\$15.38	\$15.84	\$16.31	\$16.80	\$17.30	\$17.82	\$18.36	\$18.91	\$19.48	\$20.06
7/4/22	7.75%	\$14.72	\$15.16	\$15.62	\$16.08	\$16.57	\$17.06	\$17.58	\$18.10	\$18.65	\$19.21	\$19.78	\$20.38	\$20.99	\$21.62
4/10/23	3.0%	\$15.16	\$15.62	\$16.08	\$16.57	\$17.06	\$17.58	\$18.10	\$18.65	\$19.21	\$19.78	\$20.38	\$20.99	\$21.62	\$22.26
4/8/24	3.0%	\$15.62	\$16.08	\$16.57	\$17.06	\$17.58	\$18.10	\$18.65	\$19.21	\$19.78	\$20.38	\$20.99	\$21.62	\$22.26	\$22.93

0692 - Dietary Management Assistant

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$16.77	\$17.27	\$17.79	\$18.32	\$18.87	\$19.44	\$20.02	\$20.62	\$21.24	\$21.88	\$22.53	\$23.21	\$23.90	\$24.62
7/4/22	3.75%	\$17.39	\$17.92	\$18.45	\$19.01	\$19.58	\$20.17	\$20.77	\$21.39	\$22.03	\$22.70	\$23.38	\$24.08	\$24.80	\$25.54
4/10/23	3.0%	\$17.92	\$18.45	\$19.01	\$19.58	\$20.17	\$20.77	\$21.39	\$22.03	\$22.70	\$23.38	\$24.08	\$24.80	\$25.54	\$26.31
4/8/24	3.0%	\$18.45	\$19.01	\$19.58	\$20.17	\$20.77	\$21.39	\$22.03	\$22.70	\$23.38	\$24.08	\$24.80	\$25.54	\$26.31	\$27.10

Housekeeping

0920 - Housekeeper

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$14.02	\$14.45	\$14.88	\$15.32	\$15.78	\$16.26	\$16.75	\$17.25	\$17.77	\$18.30	\$18.85	\$19.41	\$20.00	\$20.60
7/4/22	10.75%	\$15.53	\$16.00	\$16.48	\$16.97	\$17.48	\$18.01	\$18.55	\$19.10	\$19.68	\$20.27	\$20.87	\$21.50	\$22.15	\$22.81
4/10/23	3.0%	\$16.00	\$16.48	\$16.97	\$17.48	\$18.01	\$18.55	\$19.10	\$19.68	\$20.27	\$20.87	\$21.50	\$22.15	\$22.81	\$23.49
4/8/24	3.0%	\$16.48	\$16.97	\$17.48	\$18.01	\$18.55	\$19.10	\$19.68	\$20.27	\$20.87	\$21.50	\$22.15	\$22.81	\$23.49	\$24.20

0921 - Housekeeper-Lead

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$14.88	\$15.32	\$15.78	\$16.26	\$16.75	\$17.25	\$17.77	\$18.30	\$18.85	\$19.41	\$20.00	\$20.60	\$21.21	\$21.85
7/4/22	10.75%	\$16.48	\$16.97	\$17.48	\$18.01	\$18.55	\$19.10	\$19.68	\$20.27	\$20.87	\$21.50	\$22.15	\$22.81	\$23.49	\$24.20
4/10/23	3.0%	\$16.97	\$17.48	\$18.01	\$18.55	\$19.10	\$19.68	\$20.27	\$20.87	\$21.50	\$22.15	\$22.81	\$23.49	\$24.20	\$24.92
4/8/24	3.0%	\$17.48	\$18.01	\$18.55	\$19.10	\$19.68	\$20.27	\$20.87	\$21.50	\$22.15	\$22.81	\$23.49	\$24.20	\$24.92	\$25.67

0384 - Imaging Tech Aide-Film Librar

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$14.59	\$15.03	\$15.48	\$15.94	\$16.42	\$16.92	\$17.42	\$17.95	\$18.48	\$19.04	\$19.61	\$20.20	\$20.80	\$21.43
7/4/22	3.75%	\$15.14	\$15.59	\$16.06	\$16.54	\$17.04	\$17.55	\$18.08	\$18.62	\$19.18	\$19.75	\$20.35	\$20.96	\$21.58	\$22.23
4/10/23	3.0%	\$15.59	\$16.06	\$16.54	\$17.04	\$17.55	\$18.08	\$18.62	\$19.18	\$19.75	\$20.35	\$20.96	\$21.58	\$22.23	\$22.90
4/8/24	3.0%	\$16.06	\$16.54	\$17.04	\$17.55	\$18.08	\$18.62	\$19.18	\$19.75	\$20.35	\$20.96	\$21.58	\$22.23	\$22.90	\$23.59

Laboratory**0299 - Phlebotomist**

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$15.79	\$16.27	\$16.76	\$17.26	\$17.78	\$18.31	\$18.86	\$19.43	\$20.01	\$20.61	\$21.23	\$21.86	\$22.52	\$23.19
7/4/22	7.25%	\$16.94	\$17.45	\$17.97	\$18.51	\$19.07	\$19.64	\$20.23	\$20.83	\$21.46	\$22.10	\$22.77	\$23.45	\$24.15	\$24.88
4/10/23	3.0%	\$17.45	\$17.97	\$18.51	\$19.07	\$19.64	\$20.23	\$20.83	\$21.46	\$22.10	\$22.77	\$23.45	\$24.15	\$24.88	\$25.62
4/8/24	3.0%	\$17.97	\$18.51	\$19.07	\$19.64	\$20.23	\$20.83	\$21.46	\$22.10	\$22.77	\$23.45	\$24.15	\$24.88	\$25.62	\$26.39

0349 - Phlebotomist-Registered

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$16.92	\$17.43	\$17.95	\$18.49	\$19.04	\$19.62	\$20.20	\$20.81	\$21.43	\$22.08	\$22.74	\$23.42	\$24.12	\$24.85
7/4/22	9.25%	\$18.49	\$19.04	\$19.61	\$20.20	\$20.81	\$21.43	\$22.07	\$22.74	\$23.42	\$24.12	\$24.84	\$25.59	\$26.36	\$27.15
4/10/23	3.0%	\$19.04	\$19.61	\$20.20	\$20.81	\$21.43	\$22.07	\$22.74	\$23.42	\$24.12	\$24.84	\$25.59	\$26.36	\$27.15	\$27.96
4/8/24	3.0%	\$19.61	\$20.20	\$20.81	\$21.43	\$22.07	\$22.74	\$23.42	\$24.12	\$24.84	\$25.59	\$26.36	\$27.15	\$27.96	\$28.80

0986 - Phlebotomist-Lead

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$17.95	\$18.49	\$19.04	\$19.62	\$20.20	\$20.81	\$21.43	\$22.08	\$22.74	\$23.42	\$24.12	\$24.85	\$25.59	\$26.36
7/4/22	9.25%	\$19.61	\$20.20	\$20.81	\$21.43	\$22.07	\$22.74	\$23.42	\$24.12	\$24.84	\$25.59	\$26.36	\$27.15	\$27.96	\$28.80
4/10/23	3.0%	\$20.20	\$20.81	\$21.43	\$22.07	\$22.74	\$23.42	\$24.12	\$24.84	\$25.59	\$26.36	\$27.15	\$27.96	\$28.80	\$29.66
4/8/24	3.0%	\$20.81	\$21.43	\$22.07	\$22.74	\$23.42	\$24.12	\$24.84	\$25.59	\$26.36	\$27.15	\$27.96	\$28.80	\$29.66	\$30.55

Materials

0212 - Buyer

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$19.63	\$20.22	\$20.82	\$21.45	\$22.09	\$22.75	\$23.44	\$24.14	\$24.86	\$25.61	\$26.38	\$27.17	\$27.98	\$28.82
7/4/22	6.75%	\$20.95	\$21.58	\$22.23	\$22.89	\$23.58	\$24.29	\$25.02	\$25.77	\$26.54	\$27.34	\$28.16	\$29.00	\$29.87	\$30.77
4/10/23	3.0%	\$21.58	\$22.23	\$22.89	\$23.58	\$24.29	\$25.02	\$25.77	\$26.54	\$27.34	\$28.16	\$29.00	\$29.87	\$30.77	\$31.69
4/8/24	3.0%	\$22.23	\$22.89	\$23.58	\$24.29	\$25.02	\$25.77	\$26.54	\$27.34	\$28.16	\$29.00	\$29.87	\$30.77	\$31.69	\$32.64

3191 - Inventory Control Specialist

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$17.35	\$17.87	\$18.41	\$18.96	\$19.53	\$20.12	\$20.72	\$21.34	\$21.98	\$22.64	\$23.32	\$24.02	\$24.74	\$25.48
7/4/22	6.75%	\$18.53	\$19.08	\$19.65	\$20.24	\$20.85	\$21.48	\$22.12	\$22.78	\$23.47	\$24.17	\$24.90	\$25.64	\$26.41	\$27.20
4/10/23	3.0%	\$19.08	\$19.65	\$20.24	\$20.85	\$21.48	\$22.12	\$22.78	\$23.47	\$24.17	\$24.90	\$25.64	\$26.41	\$27.20	\$28.02
4/8/24	3.0%	\$19.65	\$20.24	\$20.85	\$21.48	\$22.12	\$22.78	\$23.47	\$24.17	\$24.90	\$25.64	\$26.41	\$27.20	\$28.02	\$28.86

0330 - Storekeeper

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$15.31	\$15.77	\$16.25	\$16.73	\$17.24	\$17.75	\$18.28	\$18.83	\$19.40	\$19.98	\$20.58	\$21.20	\$21.83	\$22.49
7/4/22	5.75%	\$16.19	\$16.68	\$17.18	\$17.70	\$18.23	\$18.77	\$19.34	\$19.92	\$20.51	\$21.13	\$21.76	\$22.42	\$23.09	\$23.78
4/10/23	3.0%	\$16.68	\$17.18	\$17.70	\$18.23	\$18.77	\$19.34	\$19.92	\$20.51	\$21.13	\$21.76	\$22.42	\$23.09	\$23.78	\$24.49
4/8/24	3.0%	\$17.18	\$17.70	\$18.23	\$18.77	\$19.34	\$19.92	\$20.51	\$21.13	\$21.76	\$22.42	\$23.09	\$23.78	\$24.49	\$25.23

Nursing Departments

3122 - CNA 1

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$14.60	\$15.03	\$15.48	\$15.95	\$16.43	\$16.92	\$17.43	\$17.95	\$18.49	\$19.04	\$19.62	\$20.20	\$20.81	\$21.43
7/4/22	6.75%	\$15.58	\$16.05	\$16.53	\$17.03	\$17.54	\$18.06	\$18.60	\$19.16	\$19.74	\$20.33	\$20.94	\$21.57	\$22.21	\$22.88
4/10/23	3.0%	\$16.05	\$16.53	\$17.03	\$17.54	\$18.06	\$18.60	\$19.16	\$19.74	\$20.33	\$20.94	\$21.57	\$22.21	\$22.88	\$23.57
4/8/24	3.0%	\$16.53	\$17.03	\$17.54	\$18.06	\$18.60	\$19.16	\$19.74	\$20.33	\$20.94	\$21.57	\$22.21	\$22.88	\$23.57	\$24.27

0226 - CNA 2

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$15.94	\$16.41	\$16.91	\$17.41	\$17.94	\$18.47	\$19.03	\$19.60	\$20.19	\$20.79	\$21.42	\$22.06	\$22.72	\$23.40
7/4/22	19.75%	\$19.08	\$19.66	\$20.25	\$20.85	\$21.48	\$22.12	\$22.79	\$23.47	\$24.17	\$24.90	\$25.65	\$26.42	\$27.21	\$28.02
4/10/23	3.0%	\$19.66	\$20.25	\$20.85	\$21.48	\$22.12	\$22.79	\$23.47	\$24.17	\$24.90	\$25.65	\$26.42	\$27.21	\$28.02	\$28.86
4/8/24	3.0%	\$20.25	\$20.85	\$21.48	\$22.12	\$22.79	\$23.47	\$24.17	\$24.90	\$25.65	\$26.42	\$27.21	\$28.02	\$28.86	\$29.73

0324 - CNA 2-Unit Aide-Tech

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$16.75	\$17.25	\$17.77	\$18.30	\$18.85	\$19.42	\$20.00	\$20.60	\$21.22	\$21.86	\$22.51	\$23.19	\$23.88	\$24.60
7/4/22	14.25%	\$19.14	\$19.71	\$20.30	\$20.91	\$21.54	\$22.19	\$22.85	\$23.54	\$24.24	\$24.97	\$25.72	\$26.49	\$27.29	\$28.11
4/10/23	3.0%	\$19.71	\$20.30	\$20.91	\$21.54	\$22.19	\$22.85	\$23.54	\$24.24	\$24.97	\$25.72	\$26.49	\$27.29	\$28.11	\$28.95
4/8/24	3.0%	\$20.30	\$20.91	\$21.54	\$22.19	\$22.85	\$23.54	\$24.24	\$24.97	\$25.72	\$26.49	\$27.29	\$28.11	\$28.95	\$29.82

0159 - CNA-Trainee

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$14.60	\$15.03	\$15.48	\$15.95	\$16.43	\$16.92	\$17.43	\$17.95	\$18.49	\$19.04	\$19.62	\$20.20	\$20.81	\$21.43
7/4/22	6.75%	\$15.58	\$16.05	\$16.53	\$17.03	\$17.54	\$18.06	\$18.60	\$19.16	\$19.74	\$20.33	\$20.94	\$21.57	\$22.21	\$22.88
4/10/23	3.0%	\$16.05	\$16.53	\$17.03	\$17.54	\$18.06	\$18.60	\$19.16	\$19.74	\$20.33	\$20.94	\$21.57	\$22.21	\$22.88	\$23.57
4/8/24	3.0%	\$16.53	\$17.03	\$17.54	\$18.06	\$18.60	\$19.16	\$19.74	\$20.33	\$20.94	\$21.57	\$22.21	\$22.88	\$23.57	\$24.27

0147 - ER Tech I

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$17.27	\$17.79	\$18.32	\$18.87	\$19.44	\$20.02	\$20.62	\$21.24	\$21.88	\$22.53	\$23.21	\$23.90	\$24.62	\$25.36
7/4/22	10.75%	\$19.13	\$19.70	\$20.29	\$20.90	\$21.53	\$22.17	\$22.84	\$23.52	\$24.23	\$24.95	\$25.70	\$26.47	\$27.27	\$28.09
4/10/23	3.0%	\$19.70	\$20.29	\$20.90	\$21.53	\$22.17	\$22.84	\$23.52	\$24.23	\$24.95	\$25.70	\$26.47	\$27.27	\$28.09	\$28.93
4/8/24	3.0%	\$20.29	\$20.90	\$21.53	\$22.17	\$22.84	\$23.52	\$24.23	\$24.95	\$25.70	\$26.47	\$27.27	\$28.09	\$28.93	\$29.80

0372 - ER Tech II

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$18.32	\$18.87	\$19.44	\$20.02	\$20.62	\$21.24	\$21.88	\$22.53	\$23.21	\$23.90	\$24.62	\$25.36	\$26.12	\$26.90
7/4/22	10.75%	\$20.29	\$20.90	\$21.53	\$22.17	\$22.84	\$23.52	\$24.23	\$24.95	\$25.70	\$26.47	\$27.27	\$28.09	\$28.93	\$29.80
4/10/23	3.0%	\$20.90	\$21.53	\$22.17	\$22.84	\$23.52	\$24.23	\$24.95	\$25.70	\$26.47	\$27.27	\$28.09	\$28.93	\$29.80	\$30.69
4/8/24	3.0%	\$21.53	\$22.17	\$22.84	\$23.52	\$24.23	\$24.95	\$25.70	\$26.47	\$27.27	\$28.09	\$28.93	\$29.80	\$30.69	\$31.61

3000 - ER Tech III

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$20.02	\$20.62	\$21.24	\$21.88	\$22.53	\$23.21	\$23.90	\$24.62	\$25.36	\$26.12	\$26.90	\$27.71	\$28.54	\$29.40
7/4/22	10.75%	\$22.17	\$22.84	\$23.52	\$24.23	\$24.95	\$25.70	\$26.47	\$27.27	\$28.09	\$28.93	\$29.80	\$30.69	\$31.61	\$32.56
4/10/23	3.0%	\$22.84	\$23.52	\$24.23	\$24.95	\$25.70	\$26.47	\$27.27	\$28.09	\$28.93	\$29.80	\$30.69	\$31.61	\$32.56	\$33.54
4/8/24	3.0%	\$23.52	\$24.23	\$24.95	\$25.70	\$26.47	\$27.27	\$28.09	\$28.93	\$29.80	\$30.69	\$31.61	\$32.56	\$33.54	\$34.54

0282 - OB Tech

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$17.23	\$17.74	\$18.28	\$18.83	\$19.39	\$19.97	\$20.57	\$21.19	\$21.82	\$22.48	\$23.15	\$23.85	\$24.56	\$25.30
7/4/22	10.75%	\$19.08	\$19.65	\$20.24	\$20.85	\$21.47	\$22.12	\$22.78	\$23.47	\$24.17	\$24.89	\$25.64	\$26.41	\$27.20	\$28.02
4/10/23	3.0%	\$19.65	\$20.24	\$20.85	\$21.47	\$22.12	\$22.78	\$23.47	\$24.17	\$24.89	\$25.64	\$26.41	\$27.20	\$28.02	\$28.86
4/8/24	3.0%	\$20.24	\$20.85	\$21.47	\$22.12	\$22.78	\$23.47	\$24.17	\$24.89	\$25.64	\$26.41	\$27.20	\$28.02	\$28.86	\$29.73

0960 - Patient Safety Assistant

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$12.98	\$13.37	\$13.77	\$14.18	\$14.61	\$15.05	\$15.50	\$15.96	\$16.44	\$16.94	\$17.44	\$17.97	\$18.51	\$19.06
7/4/22	9.75%	\$14.24	\$14.67	\$15.11	\$15.57	\$16.03	\$16.51	\$17.01	\$17.52	\$18.04	\$18.59	\$19.14	\$19.72	\$20.31	\$20.92
4/10/23	3.0%	\$14.67	\$15.11	\$15.57	\$16.03	\$16.51	\$17.01	\$17.52	\$18.04	\$18.59	\$19.14	\$19.72	\$20.31	\$20.92	\$21.55
4/8/24	3.0%	\$15.11	\$15.57	\$16.03	\$16.51	\$17.01	\$17.52	\$18.04	\$18.59	\$19.14	\$19.72	\$20.31	\$20.92	\$21.55	\$22.19

0224 - Unit Clerk

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$13.14	\$13.53	\$13.94	\$14.36	\$14.79	\$15.23	\$15.69	\$16.16	\$16.64	\$17.14	\$17.66	\$18.19	\$18.73	\$19.29
7/4/22	11.75%	\$14.68	\$15.12	\$15.58	\$16.04	\$16.52	\$17.02	\$17.53	\$18.06	\$18.60	\$19.16	\$19.73	\$20.32	\$20.93	\$21.56
4/10/23	3.0%	\$15.12	\$15.58	\$16.04	\$16.52	\$17.02	\$17.53	\$18.06	\$18.60	\$19.16	\$19.73	\$20.32	\$20.93	\$21.56	\$22.21
4/8/24	3.0%	\$15.58	\$16.04	\$16.52	\$17.02	\$17.53	\$18.06	\$18.60	\$19.16	\$19.73	\$20.32	\$20.93	\$21.56	\$22.21	\$22.87

0337 - Unit Secretary

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$15.80	\$16.28	\$16.77	\$17.27	\$17.79	\$18.32	\$18.87	\$19.44	\$20.02	\$20.62	\$21.24	\$21.88	\$22.53	\$23.21
7/4/22	6.75%	\$16.87	\$17.38	\$17.90	\$18.43	\$18.99	\$19.56	\$20.14	\$20.75	\$21.37	\$22.01	\$22.67	\$23.35	\$24.05	\$24.77
4/10/23	3.0%	\$17.38	\$17.90	\$18.43	\$18.99	\$19.56	\$20.14	\$20.75	\$21.37	\$22.01	\$22.67	\$23.35	\$24.05	\$24.77	\$25.52
4/8/24	3.0%	\$17.90	\$18.43	\$18.99	\$19.56	\$20.14	\$20.75	\$21.37	\$22.01	\$22.67	\$23.35	\$24.05	\$24.77	\$25.52	\$26.28

Pharmacy / Infusion

0285 - Intake Coordinator

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$18.32	\$18.87	\$19.44	\$20.02	\$20.62	\$21.24	\$21.88	\$22.53	\$23.21	\$23.90	\$24.62	\$25.36	\$26.12	\$26.90
7/4/22	3.75%	\$19.01	\$19.58	\$20.17	\$20.77	\$21.39	\$22.03	\$22.70	\$23.38	\$24.08	\$24.80	\$25.54	\$26.31	\$27.10	\$27.91
4/10/23	3.0%	\$19.58	\$20.17	\$20.77	\$21.39	\$22.03	\$22.70	\$23.38	\$24.08	\$24.80	\$25.54	\$26.31	\$27.10	\$27.91	\$28.75
4/8/24	3.0%	\$20.17	\$20.77	\$21.39	\$22.03	\$22.70	\$23.38	\$24.08	\$24.80	\$25.54	\$26.31	\$27.10	\$27.91	\$28.75	\$29.61

0414 - Pharmacy Tech-Certified

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$17.96	\$18.50	\$19.06	\$19.63	\$20.22	\$20.82	\$21.45	\$22.09	\$22.75	\$23.44	\$24.14	\$24.86	\$25.61	\$26.38
7/4/22	9.75%	\$19.71	\$20.30	\$20.91	\$21.54	\$22.19	\$22.85	\$23.54	\$24.24	\$24.97	\$25.72	\$26.49	\$27.29	\$28.11	\$28.95
4/10/23	3.0%	\$20.30	\$20.91	\$21.54	\$22.19	\$22.85	\$23.54	\$24.24	\$24.97	\$25.72	\$26.49	\$27.29	\$28.11	\$28.95	\$29.82
4/8/24	3.0%	\$20.91	\$21.54	\$22.19	\$22.85	\$23.54	\$24.24	\$24.97	\$25.72	\$26.49	\$27.29	\$28.11	\$28.95	\$29.82	\$30.71

0634 - Pharmacy Tech II-Certified

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$19.58	\$20.17	\$20.77	\$21.39	\$22.03	\$22.70	\$23.38	\$24.08	\$24.80	\$25.54	\$26.31	\$27.10	\$27.91	\$28.75
7/4/22	9.75%	\$21.49	\$22.13	\$22.80	\$23.48	\$24.18	\$24.91	\$25.66	\$26.43	\$27.22	\$28.04	\$28.88	\$29.74	\$30.63	\$31.55
4/10/23	3.0%	\$22.13	\$22.80	\$23.48	\$24.18	\$24.91	\$25.66	\$26.43	\$27.22	\$28.04	\$28.88	\$29.74	\$30.63	\$31.55	\$32.50
4/8/24	3.0%	\$22.80	\$23.48	\$24.18	\$24.91	\$25.66	\$26.43	\$27.22	\$28.04	\$28.88	\$29.74	\$30.63	\$31.55	\$32.50	\$33.48

0435 - Pharmacy Tech-Purchasing-Cert

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$20.02	\$20.62	\$21.24	\$21.88	\$22.53	\$23.21	\$23.90	\$24.62	\$25.36	\$26.12	\$26.90	\$27.71	\$28.54	\$29.40
7/4/22	9.75%	\$21.97	\$22.63	\$23.31	\$24.01	\$24.73	\$25.47	\$26.23	\$27.02	\$27.83	\$28.67	\$29.53	\$30.41	\$31.33	\$32.27
4/10/23	3.0%	\$22.63	\$23.31	\$24.01	\$24.73	\$25.47	\$26.23	\$27.02	\$27.83	\$28.67	\$29.53	\$30.41	\$31.33	\$32.27	\$33.23
4/8/24	3.0%	\$23.31	\$24.01	\$24.73	\$25.47	\$26.23	\$27.02	\$27.83	\$28.67	\$29.53	\$30.41	\$31.33	\$32.27	\$33.23	\$34.23

Physical Rehab**0392 - Physical Rehab Aide**

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$13.63	\$14.04	\$14.46	\$14.90	\$15.34	\$15.80	\$16.28	\$16.77	\$17.27	\$17.79	\$18.32	\$18.87	\$19.44	\$20.02
7/4/22	5.75%	\$14.42	\$14.85	\$15.29	\$15.75	\$16.23	\$16.71	\$17.21	\$17.73	\$18.26	\$18.81	\$19.37	\$19.96	\$20.55	\$21.17
4/10/23	3.0%	\$14.85	\$15.29	\$15.75	\$16.23	\$16.71	\$17.21	\$17.73	\$18.26	\$18.81	\$19.37	\$19.96	\$20.55	\$21.17	\$21.81
4/8/24	3.0%	\$15.29	\$15.75	\$16.23	\$16.71	\$17.21	\$17.73	\$18.26	\$18.81	\$19.37	\$19.96	\$20.55	\$21.17	\$21.81	\$22.46

Sterile Processing

0221 - Sterile Processing Tech-Unreg

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$15.32	\$15.78	\$16.25	\$16.74	\$17.24	\$17.76	\$18.29	\$18.84	\$19.41	\$19.99	\$20.59	\$21.21	\$21.84	\$22.50
7/4/22	11.75%	\$17.12	\$17.64	\$18.16	\$18.71	\$19.27	\$19.85	\$20.44	\$21.06	\$21.69	\$22.34	\$23.01	\$23.70	\$24.41	\$25.14
4/10/23	3.0%	\$17.64	\$18.16	\$18.71	\$19.27	\$19.85	\$20.44	\$21.06	\$21.69	\$22.34	\$23.01	\$23.70	\$24.41	\$25.14	\$25.90
4/8/24	3.0%	\$18.16	\$18.71	\$19.27	\$19.85	\$20.44	\$21.06	\$21.69	\$22.34	\$23.01	\$23.70	\$24.41	\$25.14	\$25.90	\$26.67

0219 - Sterile Processing Tech-Reg

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$16.56	\$17.06	\$17.57	\$18.09	\$18.64	\$19.20	\$19.77	\$20.37	\$20.98	\$21.61	\$22.25	\$22.92	\$23.61	\$24.32
7/4/22	12.75%	\$18.67	\$19.23	\$19.81	\$20.40	\$21.01	\$21.64	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09	\$25.84	\$26.62	\$27.42
4/10/23	3.0%	\$19.23	\$19.81	\$20.40	\$21.01	\$21.64	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09	\$25.84	\$26.62	\$27.42	\$28.24
4/8/24	3.0%	\$19.81	\$20.40	\$21.01	\$21.64	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09	\$25.84	\$26.62	\$27.42	\$28.24	\$29.09

0220 - Sterile Processing Tech-Reg-Ld

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$17.55	\$18.08	\$18.62	\$19.18	\$19.76	\$20.35	\$20.96	\$21.59	\$22.24	\$22.90	\$23.59	\$24.30	\$25.03	\$25.78
7/4/22	11.75%	\$19.62	\$20.20	\$20.81	\$21.43	\$22.08	\$22.74	\$23.42	\$24.12	\$24.85	\$25.59	\$26.36	\$27.15	\$27.97	\$28.81
4/10/23	3.0%	\$20.20	\$20.81	\$21.43	\$22.08	\$22.74	\$23.42	\$24.12	\$24.85	\$25.59	\$26.36	\$27.15	\$27.97	\$28.81	\$29.67
4/8/24	3.0%	\$20.81	\$21.43	\$22.08	\$22.74	\$23.42	\$24.12	\$24.85	\$25.59	\$26.36	\$27.15	\$27.97	\$28.81	\$29.67	\$30.56

Imaging

0850 - CT Special Imaging Tech

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$35.45	\$36.51	\$37.61	\$38.74	\$39.90	\$41.09	\$42.33	\$43.60	\$44.90	\$46.25	\$47.64	\$49.07	\$50.54	\$52.06
7/4/22	3.75%	\$36.78	\$37.88	\$39.02	\$40.19	\$41.39	\$42.64	\$43.91	\$45.23	\$46.59	\$47.99	\$49.43	\$50.91	\$52.44	\$54.01
4/10/23	3.0%	\$37.88	\$39.02	\$40.19	\$41.39	\$42.64	\$43.91	\$45.23	\$46.59	\$47.99	\$49.43	\$50.91	\$52.44	\$54.01	\$55.63
4/8/24	3.0%	\$39.02	\$40.19	\$41.39	\$42.64	\$43.91	\$45.23	\$46.59	\$47.99	\$49.43	\$50.91	\$52.44	\$54.01	\$55.63	\$57.30

0852 - CT-Lead

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$37.58	\$38.70	\$39.86	\$41.06	\$42.29	\$43.56	\$44.87	\$46.21	\$47.60	\$49.03	\$50.50	\$52.01	\$53.57	\$55.18
7/4/22	3.75%	\$38.98	\$40.15	\$41.36	\$42.60	\$43.88	\$45.19	\$46.55	\$47.95	\$49.38	\$50.87	\$52.39	\$53.96	\$55.58	\$57.25
4/10/23	3.0%	\$40.15	\$41.36	\$42.60	\$43.88	\$45.19	\$46.55	\$47.95	\$49.38	\$50.87	\$52.39	\$53.96	\$55.58	\$57.25	\$58.97
4/8/24	3.0%	\$41.36	\$42.60	\$43.88	\$45.19	\$46.55	\$47.95	\$49.38	\$50.87	\$52.39	\$53.96	\$55.58	\$57.25	\$58.97	\$60.74

0810 - Mammography Tech

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$32.13	\$33.09	\$34.08	\$35.10	\$36.16	\$37.24	\$38.36	\$39.51	\$40.70	\$41.92	\$43.17	\$44.47	\$45.80	\$47.18
7/4/22	3.75%	\$33.33	\$34.33	\$35.36	\$36.42	\$37.51	\$38.64	\$39.80	\$40.99	\$42.22	\$43.49	\$44.79	\$46.14	\$47.52	\$48.95
4/10/23	3.0%	\$34.33	\$35.36	\$36.42	\$37.51	\$38.64	\$39.80	\$40.99	\$42.22	\$43.49	\$44.79	\$46.14	\$47.52	\$48.95	\$50.41
4/8/24	3.0%	\$35.36	\$36.42	\$37.51	\$38.64	\$39.80	\$40.99	\$42.22	\$43.49	\$44.79	\$46.14	\$47.52	\$48.95	\$50.41	\$51.93

0811 - Mammography Coord-Lead

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$34.08	\$35.10	\$36.16	\$37.24	\$38.36	\$39.51	\$40.70	\$41.92	\$43.17	\$44.47	\$45.80	\$47.18	\$48.59	\$50.05
7/4/22	3.75%	\$35.36	\$36.42	\$37.51	\$38.64	\$39.80	\$40.99	\$42.22	\$43.49	\$44.79	\$46.14	\$47.52	\$48.95	\$50.41	\$51.93
4/10/23	3.0%	\$36.42	\$37.51	\$38.64	\$39.80	\$40.99	\$42.22	\$43.49	\$44.79	\$46.14	\$47.52	\$48.95	\$50.41	\$51.93	\$53.48
4/8/24	3.0%	\$37.51	\$38.64	\$39.80	\$40.99	\$42.22	\$43.49	\$44.79	\$46.14	\$47.52	\$48.95	\$50.41	\$51.93	\$53.48	\$55.09

0821 - MRI Technologist

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$37.24	\$38.36	\$39.51	\$40.70	\$41.92	\$43.17	\$44.47	\$45.80	\$47.18	\$48.59	\$50.05	\$51.55	\$53.10	\$54.69
7/4/22	3.75%	\$38.64	\$39.80	\$40.99	\$42.22	\$43.49	\$44.79	\$46.14	\$47.52	\$48.95	\$50.41	\$51.93	\$53.48	\$55.09	\$56.74
4/10/23	3.0%	\$39.80	\$40.99	\$42.22	\$43.49	\$44.79	\$46.14	\$47.52	\$48.95	\$50.41	\$51.93	\$53.48	\$55.09	\$56.74	\$58.44
4/8/24	3.0%	\$40.99	\$42.22	\$43.49	\$44.79	\$46.14	\$47.52	\$48.95	\$50.41	\$51.93	\$53.48	\$55.09	\$56.74	\$58.44	\$60.20

0800 - Radiologic Tech

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$30.28	\$31.19	\$32.13	\$33.09	\$34.08	\$35.10	\$36.16	\$37.24	\$38.36	\$39.51	\$40.70	\$41.92	\$43.17	\$44.47
7/4/22	3.75%	\$31.42	\$32.36	\$33.33	\$34.33	\$35.36	\$36.42	\$37.51	\$38.64	\$39.80	\$40.99	\$42.22	\$43.49	\$44.79	\$46.14
4/10/23	3.0%	\$32.36	\$33.33	\$34.33	\$35.36	\$36.42	\$37.51	\$38.64	\$39.80	\$40.99	\$42.22	\$43.49	\$44.79	\$46.14	\$47.52
4/8/24	3.0%	\$33.33	\$34.33	\$35.36	\$36.42	\$37.51	\$38.64	\$39.80	\$40.99	\$42.22	\$43.49	\$44.79	\$46.14	\$47.52	\$48.95

0840 - Sonographer Coord-Lead

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$40.66	\$41.88	\$43.14	\$44.43	\$45.76	\$47.14	\$48.55	\$50.01	\$51.51	\$53.05	\$54.64	\$56.28	\$57.97	\$59.71
7/4/22	3.75%	\$42.19	\$43.45	\$44.75	\$46.10	\$47.48	\$48.90	\$50.37	\$51.88	\$53.44	\$55.04	\$56.69	\$58.39	\$60.15	\$61.95
4/10/23	3.0%	\$43.45	\$44.75	\$46.10	\$47.48	\$48.90	\$50.37	\$51.88	\$53.44	\$55.04	\$56.69	\$58.39	\$60.15	\$61.95	\$63.81
4/8/24	3.0%	\$44.75	\$46.10	\$47.48	\$48.90	\$50.37	\$51.88	\$53.44	\$55.04	\$56.69	\$58.39	\$60.15	\$61.95	\$63.81	\$65.72

0860 - Ultrasound Tech-Reg

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$38.36	\$39.51	\$40.70	\$41.92	\$43.17	\$44.47	\$45.80	\$47.18	\$48.59	\$50.05	\$51.55	\$53.10	\$54.69	\$56.33
7/4/22	3.75%	\$39.80	\$40.99	\$42.22	\$43.49	\$44.79	\$46.14	\$47.52	\$48.95	\$50.41	\$51.93	\$53.48	\$55.09	\$56.74	\$58.44
4/10/23	3.0%	\$40.99	\$42.22	\$43.49	\$44.79	\$46.14	\$47.52	\$48.95	\$50.41	\$51.93	\$53.48	\$55.09	\$56.74	\$58.44	\$60.20
4/8/24	3.0%	\$42.22	\$43.49	\$44.79	\$46.14	\$47.52	\$48.95	\$50.41	\$51.93	\$53.48	\$55.09	\$56.74	\$58.44	\$60.20	\$62.00

Respiratory

0318 - Respiratory Therapist

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$25.23	\$25.98	\$26.76	\$27.57	\$28.39	\$29.24	\$30.12	\$31.03	\$31.96	\$32.91	\$33.90	\$34.92	\$35.97	\$37.05
7/4/22	4.75%	\$26.42	\$27.22	\$28.03	\$28.88	\$29.74	\$30.63	\$31.55	\$32.50	\$33.47	\$34.48	\$35.51	\$36.58	\$37.68	\$38.81
4/10/23	3.0%	\$27.22	\$28.03	\$28.88	\$29.74	\$30.63	\$31.55	\$32.50	\$33.47	\$34.48	\$35.51	\$36.58	\$37.68	\$38.81	\$39.97
4/8/24	3.0%	\$28.03	\$28.88	\$29.74	\$30.63	\$31.55	\$32.50	\$33.47	\$34.48	\$35.51	\$36.58	\$37.68	\$38.81	\$39.97	\$41.17

0344 - Respiratory Therapist-Reg

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$27.57	\$28.39	\$29.24	\$30.12	\$31.03	\$31.96	\$32.91	\$33.90	\$34.92	\$35.97	\$37.05	\$38.16	\$39.30	\$40.48
7/4/22	4.75%	\$28.88	\$29.74	\$30.63	\$31.55	\$32.50	\$33.47	\$34.48	\$35.51	\$36.58	\$37.68	\$38.81	\$39.97	\$41.17	\$42.40
4/10/23	3.0%	\$29.74	\$30.63	\$31.55	\$32.50	\$33.47	\$34.48	\$35.51	\$36.58	\$37.68	\$38.81	\$39.97	\$41.17	\$42.40	\$43.68
4/8/24	3.0%	\$30.63	\$31.55	\$32.50	\$33.47	\$34.48	\$35.51	\$36.58	\$37.68	\$38.81	\$39.97	\$41.17	\$42.40	\$43.68	\$44.99

0371 - Resp-Diagnostic Therapist-Reg-Ld

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$29.22	\$30.10	\$31.00	\$31.93	\$32.89	\$33.87	\$34.89	\$35.94	\$37.01	\$38.12	\$39.27	\$40.45	\$41.66	\$42.91
7/4/22	4.75%	\$30.61	\$31.53	\$32.47	\$33.45	\$34.45	\$35.48	\$36.55	\$37.64	\$38.77	\$39.94	\$41.13	\$42.37	\$43.64	\$44.95
4/10/23	3.0%	\$31.53	\$32.47	\$33.45	\$34.45	\$35.48	\$36.55	\$37.64	\$38.77	\$39.94	\$41.13	\$42.37	\$43.64	\$44.95	\$46.30
4/8/24	3.0%	\$32.47	\$33.45	\$34.45	\$35.48	\$36.55	\$37.64	\$38.77	\$39.94	\$41.13	\$42.37	\$43.64	\$44.95	\$46.30	\$47.69

Other Clinical / Technical

0336 - Echocardiographer

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$36.16	\$37.24	\$38.36	\$39.51	\$40.70	\$41.92	\$43.17	\$44.47	\$45.80	\$47.18	\$48.59	\$50.05	\$51.55	\$53.10
7/4/22	3.75%	\$37.51	\$38.64	\$39.80	\$40.99	\$42.22	\$43.49	\$44.79	\$46.14	\$47.52	\$48.95	\$50.41	\$51.93	\$53.48	\$55.09
4/10/23	3.0%	\$38.64	\$39.80	\$40.99	\$42.22	\$43.49	\$44.79	\$46.14	\$47.52	\$48.95	\$50.41	\$51.93	\$53.48	\$55.09	\$56.74
4/8/24	3.0%	\$39.80	\$40.99	\$42.22	\$43.49	\$44.79	\$46.14	\$47.52	\$48.95	\$50.41	\$51.93	\$53.48	\$55.09	\$56.74	\$58.44

0260 - LPN

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$20.62	\$21.24	\$21.88	\$22.53	\$23.21	\$23.90	\$24.62	\$25.36	\$26.12	\$26.90	\$27.71	\$28.54	\$29.40	\$30.28
7/4/22	3.75%	\$21.39	\$22.03	\$22.70	\$23.38	\$24.08	\$24.80	\$25.54	\$26.31	\$27.10	\$27.91	\$28.75	\$29.61	\$30.50	\$31.42
4/10/23	3.0%	\$22.03	\$22.70	\$23.38	\$24.08	\$24.80	\$25.54	\$26.31	\$27.10	\$27.91	\$28.75	\$29.61	\$30.50	\$31.42	\$32.36
4/8/24	3.0%	\$22.70	\$23.38	\$24.08	\$24.80	\$25.54	\$26.31	\$27.10	\$27.91	\$28.75	\$29.61	\$30.50	\$31.42	\$32.36	\$33.33

0489 - Medical Laboratory Technician

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$25.36	\$26.12	\$26.90	\$27.71	\$28.54	\$29.40	\$30.28	\$31.19	\$32.13	\$33.09	\$34.08	\$35.10	\$36.16	\$37.24
7/4/22	6.75%	\$27.07	\$27.88	\$28.72	\$29.58	\$30.47	\$31.38	\$32.32	\$33.29	\$34.29	\$35.32	\$36.38	\$37.47	\$38.60	\$39.76
4/10/23	3.0%	\$27.88	\$28.72	\$29.58	\$30.47	\$31.38	\$32.32	\$33.29	\$34.29	\$35.32	\$36.38	\$37.47	\$38.60	\$39.76	\$40.95
4/8/24	3.0%	\$28.72	\$29.58	\$30.47	\$31.38	\$32.32	\$33.29	\$34.29	\$35.32	\$36.38	\$37.47	\$38.60	\$39.76	\$40.95	\$42.18

0290 - OR Tech

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$24.07	\$24.79	\$25.54	\$26.30	\$27.09	\$27.91	\$28.74	\$29.60	\$30.49	\$31.41	\$32.35	\$33.32	\$34.32	\$35.35
7/4/22	5.75%	\$25.46	\$26.22	\$27.01	\$27.82	\$28.65	\$29.51	\$30.40	\$31.31	\$32.25	\$33.21	\$34.21	\$35.24	\$36.29	\$37.38
4/10/23	3.0%	\$26.22	\$27.01	\$27.82	\$28.65	\$29.51	\$30.40	\$31.31	\$32.25	\$33.21	\$34.21	\$35.24	\$36.29	\$37.38	\$38.50
4/8/24	3.0%	\$27.01	\$27.82	\$28.65	\$29.51	\$30.40	\$31.31	\$32.25	\$33.21	\$34.21	\$35.24	\$36.29	\$37.38	\$38.50	\$39.66

0302 - Physical Therapy Assistant

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$22.53	\$23.21	\$23.90	\$24.62	\$25.36	\$26.12	\$26.90	\$27.71	\$28.54	\$29.40	\$30.28	\$31.19	\$32.13	\$33.09
7/4/22	3.75%	\$23.38	\$24.08	\$24.80	\$25.54	\$26.31	\$27.10	\$27.91	\$28.75	\$29.61	\$30.50	\$31.42	\$32.36	\$33.33	\$34.33
4/10/23	3.0%	\$24.08	\$24.80	\$25.54	\$26.31	\$27.10	\$27.91	\$28.75	\$29.61	\$30.50	\$31.42	\$32.36	\$33.33	\$34.33	\$35.36
4/8/24	3.0%	\$24.80	\$25.54	\$26.31	\$27.10	\$27.91	\$28.75	\$29.61	\$30.50	\$31.42	\$32.36	\$33.33	\$34.33	\$35.36	\$36.42

0865 - Vascular Echo Technologist

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$36.16	\$37.24	\$38.36	\$39.51	\$40.70	\$41.92	\$43.17	\$44.47	\$45.80	\$47.18	\$48.59	\$50.05	\$51.55	\$53.10
7/4/22	3.75%	\$37.51	\$38.64	\$39.80	\$40.99	\$42.22	\$43.49	\$44.79	\$46.14	\$47.52	\$48.95	\$50.41	\$51.93	\$53.48	\$55.09
4/10/23	3.0%	\$38.64	\$39.80	\$40.99	\$42.22	\$43.49	\$44.79	\$46.14	\$47.52	\$48.95	\$50.41	\$51.93	\$53.48	\$55.09	\$56.74
4/8/24	3.0%	\$39.80	\$40.99	\$42.22	\$43.49	\$44.79	\$46.14	\$47.52	\$48.95	\$50.41	\$51.93	\$53.48	\$55.09	\$56.74	\$58.44

Business Office

0217 - Cashier

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$15.80	\$16.28	\$16.77	\$17.27	\$17.79	\$18.32	\$18.87	\$19.44	\$20.02	\$20.62	\$21.24	\$21.88	\$22.53	\$23.21
7/4/22	3.75%	\$16.40	\$16.89	\$17.39	\$17.92	\$18.45	\$19.01	\$19.58	\$20.17	\$20.77	\$21.39	\$22.03	\$22.70	\$23.38	\$24.08
4/10/23	3.0%	\$16.89	\$17.39	\$17.92	\$18.45	\$19.01	\$19.58	\$20.17	\$20.77	\$21.39	\$22.03	\$22.70	\$23.38	\$24.08	\$24.80
4/8/24	3.0%	\$17.39	\$17.92	\$18.45	\$19.01	\$19.58	\$20.17	\$20.77	\$21.39	\$22.03	\$22.70	\$23.38	\$24.08	\$24.80	\$25.54

0309 - Financial Specialist I

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$16.77	\$17.27	\$17.79	\$18.32	\$18.87	\$19.44	\$20.02	\$20.62	\$21.24	\$21.88	\$22.53	\$23.21	\$23.90	\$24.62
7/4/22	3.75%	\$17.39	\$17.92	\$18.45	\$19.01	\$19.58	\$20.17	\$20.77	\$21.39	\$22.03	\$22.70	\$23.38	\$24.08	\$24.80	\$25.54
4/10/23	3.0%	\$17.92	\$18.45	\$19.01	\$19.58	\$20.17	\$20.77	\$21.39	\$22.03	\$22.70	\$23.38	\$24.08	\$24.80	\$25.54	\$26.31
4/8/24	3.0%	\$18.45	\$19.01	\$19.58	\$20.17	\$20.77	\$21.39	\$22.03	\$22.70	\$23.38	\$24.08	\$24.80	\$25.54	\$26.31	\$27.10

0311 - Patient Financial Counselor

Eff. Date	% Inc.	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Before Ratification		\$17.79	\$18.32	\$18.87	\$19.44	\$20.02	\$20.62	\$21.24	\$21.88	\$22.53	\$23.21	\$23.90	\$24.62	\$25.36	\$26.12
7/4/22	3.75%	\$18.45	\$19.01	\$19.58	\$20.17	\$20.77	\$21.39	\$22.03	\$22.70	\$23.38	\$24.08	\$24.80	\$25.54	\$26.31	\$27.10
4/10/23	3.0%	\$19.01	\$19.58	\$20.17	\$20.77	\$21.39	\$22.03	\$22.70	\$23.38	\$24.08	\$24.80	\$25.54	\$26.31	\$27.10	\$27.91
4/8/24	3.0%	\$19.58	\$20.17	\$20.77	\$21.39	\$22.03	\$22.70	\$23.38	\$24.08	\$24.80	\$25.54	\$26.31	\$27.10	\$27.91	\$28.75

APPENDIX D – HEALTH AND SAFETY

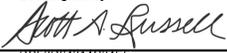
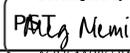
- A. The Employer shall provide a safe and healthy work environment whenever possible.
- B. The Employer shall work proactively with employees to prevent safety and health hazards, and to protect the Hospital’s and employees financial resources by minimizing long-term costs of workplace injuries.
- C. The Employer shall guarantee a safe and healthy patient care environment whenever possible.
- D. If an employee considers a work assignment to be unsafe, the employee shall report that condition to their supervisor.

DocuSigned by:
Scott A. Russell
12/1/2022 | 09:46:26
For SNLH **Date**

DocuSigned by:
Meg Memi
12/20/2022 | 20:39:56 EST
For SEIU Local 49 **Date**

APPENDIX E- LETTER OF AGREEMENT – FUTURE PANDEMIC

In the event a future pandemic emergency is declared by the Oregon Health Authority, which last for more than thirty (30) calendar days, the parties will agree to meet and discuss potential impacts. The purpose will be to allow employees to raise concerns and jointly discuss issues and possible solutions. This meeting will occur within thirty days of the OHA declaration.

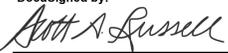
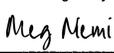
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For SNLH	Date	For SEIU Local 49	Date

APPENDIX F - LETTER OF AGREEMENT – NURSE STAFFING COMMITTEE

The Service Employees International Union, Local 49 (the Union) and Samaritan North Lincoln Hospital (Hospital) agree to work together to promote and advance the delivery of quality patient care. Together, we commit to work towards improving the health and quality of life in our communities, we commit to compassionate, safe, and reliable practices for the care of all.

Nurse Staffing Committee. The Hospital will comply with the provisions of the Oregon Law related to hospital Nurse Staffing Committee and by the committee charter.

- a. **Union representation.** The union shall appoint up to two (2) direct care members (one (1) regular member and one (1) alternate member) to be representatives on the Nurse Staffing Committee.
- b. **Pay and release.** Time spent attending the Nurse Staffing Committee shall be compensated at their straight time rate of pay. Reasonable effort will be made to release the employees to attend the meeting.

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For SNLH			For SEIU Local 49	

APPENDIX G - LETTER OF AGREEMENT –

HEALTH INSURANCE ADVISORY COMMITTEE

Samaritan Health Services (SHS) will include one (1) SNLH SEIU member on the Health Insurance Advisory Committee within three (3) months of ratification. The Union will appoint one (1) member from the bargaining unit to serve on the committee. If SHS has concerns about the Union appointed member of the committee, the parties will meet to discuss a resolution to the concern. The employee will be paid for time attending meetings. This time will not drive contractual overtime.

The purpose of the committee will be to review claims experience, utilization, and trends in the insurance industry. The committee will be a forum to provide and share information, ask questions, address concerns, and make recommendations regarding the insurance plan. The committee will meet at least annually or more often as decided by the committee.

EXHIBIT A- MEDICAL/RX INSURANCE PREMIUM PROPOSAL

SCP WELLNESS PLAN w/ INCENTIVE	2022 Premium Rates	2023 Premium Rates		2024 Premium Rates		2025 Premium Rates	
MEDICAL & PHARMACY	Employee Bi-Weekly	Bi-Weekly Increase	Bi-Weekly Amount	Bi-Weekly Increase	Bi-Weekly Amount	Bi-Weekly Increase	Bi-Weekly Amount
EMPLOYEE - FT (0.8 to 1.0 FTE)	\$15.00	\$1.10	\$16.10	\$0.70	\$16.80	\$0.80	\$17.60
EMPLOYEE - PT (0.5 to 0.79 FTE)	\$30.00	\$2.20	\$32.20	\$1.40	\$33.60	\$1.60	\$35.20
EMP & SPOUSE - FT (0.8 to 1.0 FTE)	\$139.94	\$5.50	\$145.44	\$6.00	\$151.44	\$6.75	\$158.19
EMP & SPOUSE - PT (0.5 to 0.79 FTE)	\$204.96	\$6.50	\$211.46	\$7.00	\$218.46	\$8.00	\$226.46
EMP & CHILDREN - FT (0.8 to 1.0 FTE)	\$116.43	\$4.25	\$120.68	\$4.50	\$125.18	\$5.00	\$130.18
EMP & CHILDREN - PT (0.5 to 0.79 FTE)	\$162.28	\$5.75	\$168.03	\$6.25	\$174.28	\$7.00	\$181.28
FAMILY - FT (0.8 to 1.0 FTE)	\$184.45	\$7.50	\$191.95	\$8.00	\$199.95	\$8.75	\$208.70
FAMILY - PT (0.5 to 0.79 FTE)	\$285.31	\$9.00	\$294.31	\$9.50	\$303.81	\$10.50	\$314.31

SCP WELLNESS PLAN	2022 Premium Rates	2023 Premium Rates		2024 Premium Rates		2025 Premium Rates	
MEDICAL & PHARMACY	Employee Bi-Weekly	Bi-Weekly Increase	Bi-Weekly Amount	Bi-Weekly Increase	Bi-Weekly Amount	Bi-Weekly Increase	Bi-Weekly Amount
EMPLOYEE - FT (0.8 to 1.0 FTE)	\$15.00	\$1.10	\$16.10	\$0.70	\$16.80	\$0.80	\$17.60
EMPLOYEE - PT (0.5 to 0.79 FTE)	\$30.00	\$2.20	\$32.20	\$1.40	\$33.60	\$1.60	\$35.20
EMP & SPOUSE - FT (0.8 to 1.0 FTE)	\$152.31	\$5.50	\$157.81	\$6.00	\$163.81	\$6.75	\$170.56
EMP & SPOUSE - PT (0.5 to 0.79 FTE)	\$222.94	\$6.50	\$229.44	\$7.00	\$236.44	\$8.00	\$244.44
EMP & CHILDREN - FT (0.8 to 1.0 FTE)	\$127.32	\$4.25	\$131.57	\$4.50	\$136.07	\$5.00	\$141.07
EMP & CHILDREN - PT (0.5 to 0.79 FTE)	\$177.36	\$5.75	\$183.11	\$6.25	\$189.36	\$7.00	\$196.36
FAMILY - FT (0.8 to 1.0 FTE)	\$197.64	\$7.50	\$205.14	\$8.00	\$213.14	\$8.75	\$221.89
FAMILY - PT (0.5 to 0.79 FTE)	\$305.51	\$9.00	\$314.51	\$9.50	\$324.01	\$10.50	\$334.51

SCP HIGH DEDUCTIBLE PLAN w/ HSA	2022 Premium Rates	2023 Premium Rates		2024 Premium Rates		2025 Premium Rates	
MEDICAL & PHARMACY	Employee Bi-Weekly	Bi-Weekly Increase	Bi-Weekly Amount	Bi-Weekly Increase	Bi-Weekly Amount	Bi-Weekly Increase	Bi-Weekly Amount
EMPLOYEE - FT (0.8 to 1.0 FTE)	\$15.00	\$1.10	\$16.10	\$0.70	\$16.80	\$0.80	\$17.60
EMPLOYEE - PT (0.5 to 0.79 FTE)	\$30.00	\$2.20	\$32.20	\$1.40	\$33.60	\$1.60	\$35.20
EMP & SPOUSE - FT (0.8 to 1.0 FTE)	\$136.60	\$5.50	\$142.10	\$6.00	\$148.10	\$6.75	\$154.85
EMP & SPOUSE - PT (0.5 to 0.79 FTE)	\$209.47	\$6.50	\$215.97	\$7.00	\$222.97	\$8.00	\$230.97
EMP & CHILDREN - FT (0.8 to 1.0 FTE)	\$113.65	\$4.25	\$117.90	\$4.50	\$122.40	\$5.00	\$127.40
EMP & CHILDREN - PT (0.5 to 0.79 FTE)	\$172.40	\$5.75	\$178.15	\$6.25	\$184.40	\$7.00	\$191.40
FAMILY - FT (0.8 to 1.0 FTE)	\$180.10	\$7.50	\$187.60	\$8.00	\$195.60	\$8.75	\$204.35
FAMILY - PT (0.5 to 0.79 FTE)	\$278.51	\$9.00	\$287.51	\$9.50	\$297.01	\$10.50	\$307.51